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CAUT ACPPU
BULLETIN

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Downsizing, Rightsizing & Restructuring

Vol. 43, No.1—January 1996 janvier

Direct Attack on Higher Education

Does CHST Spell End of Federal Funding?

THE UNITY COMMITTEE of the cabinet and the federal Finance Department appear to be running a campaign to soften up the Canadian public for further drastic attacks on the funding of Canadian universities. A series of leaks and briefings to journalists have led to a spate of stories saying the federal government intends to limit its new combined transfer payment (CHST) solely to the area of health and thereby eliminate the federal role in the funding of welfare and post-secondary education.

In this financial year the value of the old EPF transfer in respect of post-secondary education is $2.2 billion. In 1996 the transfer funds for post-secondary education, health and welfare are supposed to be rolled into one transfer payment in respect of all three areas. The leaks suggest that the $2.2 billion will be eliminated in the next budget and CHST limited to the health area.

CHST was cobbled together a year ago in a great hurry without much thought as to how it might be administered and without much consideration as to what the formulae might be for the distribution of the funds. Ottawa has discovered that creating a new formula which will not disadvantage one part of the country is particularly difficult.

CAUT has for many years urged both Liberal and Conservative governments to reform EPF in order to spend more intelligently. That never happened. All that happened was repeated unilateral cuts by the federal government — and now the CHST.

CAUT believes the CHST could be reconstructed to meet the concerns of the higher education community. The cosmetic touch would be to change the name to CHEST (Canadian Health, Education and Social Transfer) so that the title would correspond to the original purpose, namely to roll all three areas into one transfer.

More substantively we also suggest that CHST itself have three sub-envelopes, one for each of the three areas involved with enough cash in each to warrant the continuation of a federal presence. If the rumours about the future of CHST are correct, then this seems unlikely to happen, however sensible it might be.

Faced with the loss of the entire transfer CAUT has suggested the money instead be redirected to enhance programs in areas in which the federal government has a long-standing presence — research and student aid.

Martin budget '96 — 50 years of funding PSE in Canada to end?

In the area of research CAUT proposes a package that would potentially enhance the excellence of research in both large and small universities and would recognize the importance of research tools to the academic community. In the age of computers and the Internet it is not necessary for all research to take place in large urban centres. CAUT recommends:

• the payment of some or all of the indirect costs of the research funded by the granting councils including the centres of excellence which would primarily benefit the larger universities;

• the revival of the NSERC program for the funding of research in small universities and a substantial increase both for it and for the existing program in SSHRC;

• providing funds for higher education libraries — particularly for research collections, meeting the escalating costs of scientific periodicals, and encouraging cooperative programs between universities;

• creating chairs in areas of particular concern to the federal government thereby building on the

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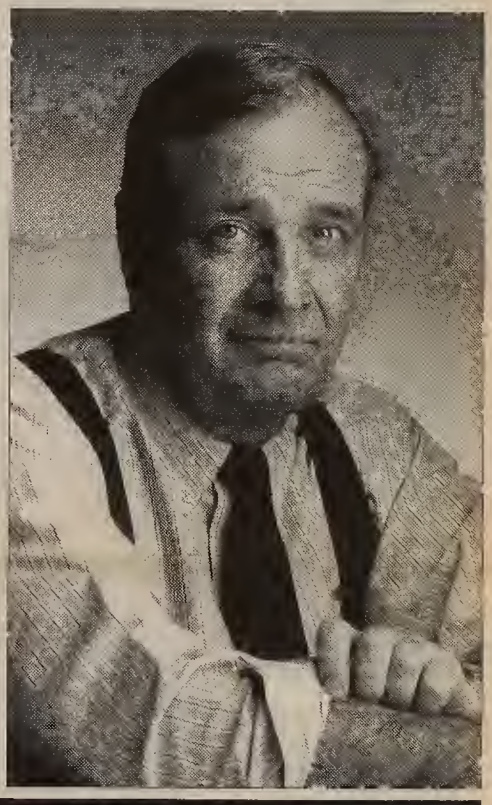

EPS : Est-ce la fin du financement fédéral?

LE COMITÉ DE L'UNITÉ nationale du cabinet fédéral et le ministère des Finances semblent mener une campagne visant à préparer la population canadienne à d'autres charges contre le financement des universités canadiennes. Des fuites et des renseignements donnés à des journalistes ont entraîné une avalanche d'articles sur les intentions du gouvernement fédéral de limiter le nouveau Transfert canadien pour la santé et les programmes sociaux uniquement au secteur de la santé. Le gouvernement fédéral abandonnerait ainsi les secteurs de l'enseignement postsecondaire et du bien-être social.

Pour le présent exercice financier, les anciens transferts du FPE au titre de l'enseignement postsecondaire valent 2,2 milliards de dollars en espèces. En 1996, les paiements de transferts au titre de l'enseignement postsecondaire, de la santé et du bien-être social feront partie d'une même enveloppe globale affectée à ces trois secteurs. D'après des fuites, le montant de 2,2 milliards sera retranché du prochain budget et le nouveau transfert se limitera au secteur de la santé.

Le nouveau transfert a été concocté à la hâte l'année dernière sans que quiconque réfléchisse à son administration ou à la formule de répartition des fonds. Le gouvernement fédéral a constaté qu'il était particulièrement difficile de créer une nouvelle formule sans défavoriser une région du pays.

Depuis de nombreuses années, l'ACPPU exhorte tant les Libéraux que les Conservateurs à réformer le FPE pour que les dépenses s'effectuent d'une manière plus intelligente. Aucun des partis au pouvoir n'a donné suite à cette revendication. Le gouvernement fédéral s'est contenté d'imposer unilatéralement des compressions budgétaires à répétition. Et voilà qu'il s'amène avec le Transfert canadien pour la santé et les programmes sociaux.

L'ACPPU estime que le nouveau transfert pourrait être révisé pour qu'il réponde aux préoccupations du milieu de l'enseignement postsecondaire. On pourrait simplement modifier le nom ainsi: Transfert canadien pour la santé, l'éducation et les programmes sociaux (TCSEPS) pour qu'il corresponde à son but premier, soit d'englober les trois secteurs dans une même enveloppe.

De manière plus précise, nous proposons que le nouveau transfert dispose de trois sous-enveloppes, soit une pour chaque secteur visé, et que les crédits y soient suffisants pour garantir le maintien de la participation du gouvernement fédéral. Si les rumeurs sur l'avenir du transfert canadien s'avèrent exactes,

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EPS

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il semble alors fort improbable que cela se produise même si cette proposition est sensée.

Devant la disparition possible de tour le transfert, l'ACPPU a proposé que les crédits soient réaffectés à d'autres programmes pour les améliorer, dans des secteurs où le fédéral est actif depuis très longtemps, soit la recherche et l'aide financière aux étudiants.

Dans le domaine de la recherche, l'ACPPU propose un ensemble d'éléments qui pourrait accroître l'excellence de la recherche qui s'effectue dans les universités de petites et grandes tailles et qui permettrait de reconnaître l'importance des outils de recherche pour la collectivité universitaire. À l'ère de l'informatique et de l'Internet, il n'est pas nécessaire que toute la recherche se fasse dans les grands centres. L'ACPPU recommande :

• le paiement en totalité ou en partie des frais indirects de la recherche subventionnée par les conseils de recherches y compris les centres d'excellence dont profitent principalement les grandes universités;

• le rétablissement du programme du CRSNG pour le financement de la recherche effectuée dans les petites universités accompagné d'une hausse considérable des crédits de même que pour le programme correspondant du CRSH;

• l'impartition de crédits pour les bibliothèques postsecondaires, en particulier pour les collections de recherche, la capacité de faire face à l'escalade du coût des périodiques scientifiques et l'incitation à des programmes coopératifs entre universités;

• la création de chaires dans des domaines intéressant particulièrement le gouvernement fédéral, ce qui permettrait de ce fait de bâtir le programme de soutien des chaires en études féministes et en environnement;

• la création de plus de centres d'excellence tout en veillant à ce que les règles de base des concours s'adressent aussi aux sciences, aux sciences sociales et humaines et aux professeurs des petites universités.

En ce qui a trait à l'aide financière aux étudiants, l'ACPPU recommande qu'une partie du FPE serve :

• à augmenter le plafond des prêts;

• à améliorer l'aide financière des groupes visés existants (les chefs de famille monoparentale, les femmes aux études supérieures, les personnes handicapées) et à l'étendre à d'autres groupes ayant des besoins particuliers en offrant plus de bourses que de prêts;

• à rétablir le Programme Bourses Canada.

Paul Martin pourrait également transférer aux provinces des points d'impôts pour compenser leurs pertes de revenu. Le ministre a toutefois clairement fait entendre au gouvernement du Québec qu'il n'avait pas l'intention de le faire. D'ailleurs, il est fort improbable qu'aucun ministre fédéral des Finances, aux prises avec un grave problème de déficit, abandonne les points d'impôts. M. Martin veut s'en servir pour réduire le déficit sauf si on réussit à le convaincre de dépenser ces sommes d'une manière plus sensée, comme l'ACPPU l'a proposé.

La présidente de l'ACPPU a laissé supposer que le milieu universitaire ne devait pas se dérober à ses responsabilités dans cet exercice de pression et perdre son temps à rêver à des solutions qui ne se réaliseront jamais, notamment le maintien du FPE ou le transfert des points d'impôts.

La présidente de l'ACPPU a demandé à toutes les associations locales d'exercer des pressions auprès de leur député, en particulier les membres du caucus libéral. La Chambre des communes ne siégeant pas en janvier, les députés sont donc dans leur comté. Les associations de professeurs et leurs membres peuvent faire part à leur député de leur colère et de leur préoccupation au sujet de la rumeur voulant que le fédéral abandonne son rôle dans le secteur de l'enseignement postsecondaire. Elles peuvent aussi leur dire qu'il y a de meilleurs moyens de dépenser les deniers publics. Un simple coup de fil à leur bureau de comté suffit.

Les membres peuvent en outre écrire aux ministres faisant partie du Comité de l'unité nationale et à l'honorable Paul Martin, ministre des Finances. Il n'est pas nécessaire d'affranchir les lettres envoyées aux députés. Leur adresse est : Chambre des communes, Ottawa, (Ontario) K1A 0A6.

Vous pouvez également télécopier une lettre à Paul Martin, au (613) 995-5176, et aux membres du Comité de l'unité nationale. (Voir l'encadré ci-contre.) ■

CAUT 1995
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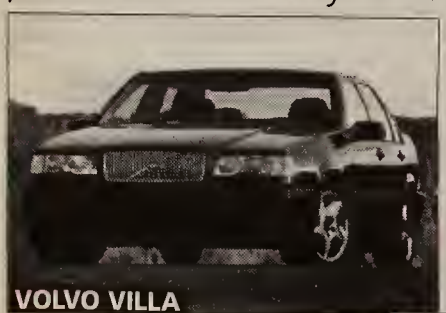

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TIAA-CREF Improves Transfer Package for Policyholders

In the November and December issues, the CAUT *Bulletin* reported briefly about the intention of the Teachers Insurance and Annuity Association — College Retirement Equities Fund, TIAA-CREF, to withdraw its business from Canada, and to transfer its Canadian insurance and annuity contracts to Sun Life Assurance Company of Canada. The changes, effective Jan. 1, 1996, affect approximately 5,000 Canadian teachers, half of whom are already drawing pensions.

As reported in the *Bulletin*, many but not all policyholders received notification of the intended transfer of their assets in mid to late October, and were given until Nov. 30 to decide how they wanted their retirement savings or annuities allocated among Sun Life funds.

Following the announcement of the intended transfer, many of the policyholders expressed their concern about the inadequate amount of time provided to examine the all the options available to them under Canadian legislation and regulations. Some policyholders have also questioned the necessity of transferring TIAA-CREF assets to Sun Life.

In November, CAUT wrote to the Office of the Superintendent of Financial Institutions (OSFI) urging that there be a delay in approving the transfer of assets from TIAA-CREF to Sun Life for one year, in order to give policyholders sufficient time to review their options and make informed decisions about their retirement funding.

CAUT also wrote to TIAA-CREF, urging that the transfer be postponed, asking that they investigate among other matters the option of grandfathering existing accounts, and asserting that any elections the policyholders had been forced to make by Nov. 30 were made on a "without prejudice" basis. At the direction of Council, CAUT retained legal counsel to provide advice on this matter.

In early December, TIAA-CREF and Sun Life responded to the pressure of policyholders and CAUT, and modified the original transfer package to take into account most of the concerns expressed. Among other features, the "enhanced" package retains CREF stock accounts indefinitely, rather than modifying their foreign content over a 5-year transition period as was originally arranged; TIAA-CREF policyholders will continue to be able to make new contributions to CREF accounts (Sun Life will be the administrator in Canada but the accounts remain with CREF); in 1996, new more flexible options for CREF stock account annuitants will be available; and policyholders will have further opportunities for reviewing and modifying the decisions that had been made for the Nov. 30, 1995 deadline.

The arrangement between TIAA-CREF and Sun Life will be one of an insurance contract. There is a slight increase in the administration fee.

The legal counsel retained by CAUT has reviewed both the original transfer arrangements and the modified arrangements, and has had direct communication with TIAA-CREF and Sun Life about these arrangements. In the opinion of the CAUT lawyer, TIAA-CREF has responded to the concerns raised by CAUT and policyholders.

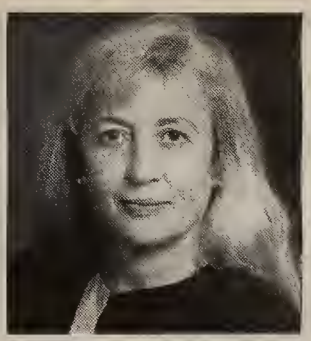
CAUT's latest information is that the Office of the Superintendent of Financial Institutions of Canada (OSFI) will recommend that the Minister of State (International Financial Institutions) approve the transfer of business effective Jan. 1, 1996. The Minister of Finance has delegated to the Minister of State the authority to make decisions regarding such transactions. The approval of Revenue Canada is not required.

Any policyholders with further questions about the enhanced package should contact Don Speer, Joseph Arruda or Kim Mullen at Sun Life Canada at 1-800-835-3820. ■

Dr. Tom Keane

Dr. Tom Keane has been appointed Chair, Division of Radiation Oncology at the BC Cancer Agency. As well, Dr. Keane will be Head of the Department of Radiation Oncology at the Vancouver Cancer Centre, Head of the Division of Radiation Oncology in the Department of Surgery at the University of British Columbia and Head of Radiation Oncology at Vancouver Hospital & Health Sciences Centre.

Dr. Keane comes to the Agency from Princess Margaret Hospital and the University of Toronto, where he has practiced as a clinician, educator and scientist, primarily interested in head and neck cancers. He is a Fellow of the Royal College of Physicians & Surgeons of Canada and a member of the Royal College of Physicians & Surgeons in Ireland.



Dr. Susan O'Reilly

Dr. Susan D'Reilly has been appointed Chair, Division of Medical Oncology at the BC Cancer Agency. As well, Dr. O'Reilly will be Head of the Department of Medical Oncology at the Vancouver Cancer Centre and Head of the Division of Medical Oncology in the departments of medicine at Vancouver Hospital & Health Sciences Centre and at the University of British Columbia.

Dr. O'Reilly joined the staff of the BC Cancer Agency in 1982. She has been a guest lecturer at many cancer centres and universities in Canada, the United States and other countries. Her areas of clinical and research expertise are lymphoma and breast cancer. She is a Fellow of the Royal College of Physicians of Canada and of the Royal College of Physicians in Ireland.

The BC Cancer Agency provides a comprehensive cancer care program including prevention, early detection, diagnosis and treatment services; community programs; and research and education through provincial programs and regional cancer centres in Vancouver, the Fraser Valley, and on Vancouver Island. The Vancouver Cancer Centre also serves the province for specialized cancer care services and is an academic centre for many oncology-related programs.

BC Cancer Agency

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TAX FACTS

New Cross-Border Tax Rules for '96

BY STEVEN DYCK

There have been changes to the tax treaty between Canada and the United States which become effective in 1996. The following summarizes the most important new provisions.

Currently, cross-border dividends are taxed at 15 per cent, or 10 per cent where the dividend is paid to a company which has at least 10 per cent voting control of the company paying the dividend. This 10 per cent drops to six per cent in 1996, five per cent thereafter. Withholding tax on cross-border interest drops from 15 per cent to 10 per cent and certain types of interest — on debt arising from arms-length cross-border purchases of goods or services — are exempt.

Royalties continue to be subject to 10 per cent withholding tax but exemptions now include royalties for use of computer software, patents, or information concerning industrial, commercial or scientific experience, (except in connection with rental or franchise agreements).

Canadian residents with property sited in the U.S. (real estate, U.S. company shares, etc.) used to face death taxes of up to 70 per cent of the property's value. The treaty gives some tax relief, including in some cases retroactive relief for deaths occurring after Nov. 10, 1988. In some cases refund claims must be made by Nov. 9, 1996.

Previously, Canada had an exemption for under $60,000 (U.S.) of U.S. assets. The exemption is now up to $600,000 (U.S.) but all worldwide assets are now disclosed, and the exemption is a function of the proportion of U.S. to total assets. Professional advice is recommended for refund claims and calculation of the new exemption. Other new rules limit U.S. estate tax to real property provided the entire estate is under $1.2 million U.S. — exempting e.g. stocks or bonds.

Beginning in 1996 the rules which taxed cross-border social security payments 50 per cent in the country of residence are replaced by provisions that tax-exempt them in the country of residence, but tax them in the source country. So Canadians retired to the U.S. will pay no U.S. tax on CPP or OAS payments, but Canada intends to impose a 25 per cent withholding tax on them (low-income recipients can apply for a reduction).

Several more changes, including reduced withholding tax on cross-border RRSP/IRA periodic payments and streamlined rules for holders of U.S. green cards will also assist in the general effort to simplify the cross-border tax rules with the U.S. ■

(Steven Dyck, C.A., is a partner with Robertson & Hill, chartered accountants in Ottawa. Readers of this article should note that the material presented herein is expressed in general terms. The particular circumstances of any individual's tax situation must also be taken into account. Accordingly, we suggest that no action be taken solely on the basis of the information provided herein and that in many cases professional advice should be obtained.)

Le Consortium national des sociétés scientifiques et pédagogiques sur la Colline parlementaire.

Une politique scientifique durable est nécessaire

PAR JEAN G. LENGELLÉ

Le consortium National des sociétés scientifiques et pédagogiques a pratiquement terminé sa campagne de lobbying. La formule avait été quelque peu modifiée pour comprimer les dépenses des années antérieures, qui couvraient le déplacement d'un grand nombre de membres d'un peu partout au Canada pendant quelques jours, à l'intérieur d'une semaine de lobby. De ce fait, les rencontres avec les élus, les sénateurs, les attachés politiques et quelques directeurs scientifiques de ministères fédéraux, se sont étalées sur pratiquement deux mois.

Les équipes de lobbyistes étaient munies de plusieurs documents préparés par le Consortium et portant sur les transferts aux provinces (avec une insistance particulière sur le financement de l'enseignement postsecondaire et les besoins liés à l'infrastructure de recherche), sur les Conseils subventionnaires et l'impact des coupures budgétaires du budget 1995, et la nécessité de préserver les fonds d'aide directe à la recherche, et enfin sur la grande importance scientifique des laboratoires fédéraux, tel que promis du reste dans le livre rouge des libéraux fédéraux.

Il est vraisemblable que notre message aura été reçu et entendu, même si personne n'a voulu prendre d'engagements. En fait nous nous sommes fait dire que le budger de 1995 n'était qu'un pâle avant-goût de celui de 1996. Ce qui ressort cependant, c'est la nécessité de doter le Canada d'une politique scientifique durable avec une présence au sein du bureau du premier ministre, et non une bureaucratie additionnelle et de toute évidence à la lueur des réalisations de l'actuel gouvernement, d'une inefficacité parfaite. Cette notion a été exprimée par tous les partis incluant le Reform dont le chef nous a rencontré plusieurs fois au cours des derniers mois.

Il devient donc essentiel que la voix des chercheurs se fasse entendre en haussant le ton, et ce tant à Ottawa que dans chacune des circonscriptions qui comptent une université ou un laboratoire de recherche fédéral. En outre, devant l'incertitude reliée aux transferts aux provinces et le pelletage du déficit dans la cour des provinces, il faut que la voix des chercheurs mobilise également les sensibilités provinciales.

Le printemps s'annonce chaud pour le maintien des ressources reliées à la recherche, d'autant plus que les politiciens semblent n'avoir qu'une estime mitigée pour ce qu'elle représente, si on se réfère à ce qui a été accompli au cours des dernières années, en particulier dans la mesure où les efforts des universitaires pour se serrer la ceinture ne sont même pas perçus de façon positive. La presse ne semble pas non plus considérer qu'il y ait urgence, et personne ne semble s'intéresser à l'impact de la fermeture des laboratoires fédéraux, tant sur un plan économique que sur un plan scientifique.

Certes il existe des façons de faire mieux pour moins cher, mais ceci ne veut pas dire qu'il faille aller tête baissée à l'abattoir. ■

(Jean Georges Lengellé est président du Consortium national des sociétés scientifiques et pédagogiques.)

Le Consortium national existe depuis 1976 à l'initiative de l'ACPPU entre autres. Il regroupe 25 sociétés comprenant quelque 55 000 membres.

Who Should Fund Research & PSE in Canada?

The Consortium of Scientific & Educational Societies argues federal government involvement is essential.

BY PAUL T. HOUGH

The National Consortium of Scientific and Educational Societies (NCSES), in which CAUT is a key member, has just completed an extended period of lobbying in Ottawa. It is never easy to define the impact of these efforts. However, keeping the messages clear and concise, and reaching out to officials as well as parliamentarians has been well received.

Three short briefing notes were written and distributed, with a one page cover note, to all those visited. It was evident that in the vast majority of cases, these notes had been read prior to the meetings: The Importance of Research & Development and the Role of Government; Federal Support of University Research: The Research Granting Councils; and Post-Secondary Education at Risk: Changes to Transfers to the Provinces.

The primary messages are very clear: Funding of research and post-secondary education is an investment; To have an economy driven by innovation requires a sustained investment in all areas of social, natural and medical science, and in the training of people; The research investment results in substantial employment, new insights and findings and a constant flow of well trained people; Sustaining this investment requires on-going support through the granting councils and a commitment to maintaining the research infrastructure.

These primary messages led to a broader discussion of the relationship between the funding of direct costs via the granting councils and the indirect costs through the transfers to the provinces. This relationship is generally understood, but it bears repeating to ensure that the two-component aspect of research support is fully appreciated.

The fact that education is not specifically identified in the new name of the transfer payments to the provinces, the Canada Health and Social Transfer (CHST), was stressed. There is a very real possibility that the jurisdictional arguments will result in the research infrastructure costs being lost in the squabbles. Hence, at all meetings, it was argued that the federal government has the responsibility to maintain the university research capacity — a national program with national benefits.

Those with whom meetings took place included Ministers Jon Gerrard, David Anderson, Herb Gray and Marcel Massé, and the senior advisors to Ministers André Ouellet, Sheila Copps, Ralph Goodale, Arthur Eggleton, David Dingwall, Diane Marleau, and Senator Joyce Fairbairn. Meetings were also held with the Assistant Deputy Minister, Science at the Department of Fisheries and Oceans, the ADM and Chief Science Advisor to the Minister Anne McLellan, the Director General, Research at Agriculture Canada, and the Parliamentary Secretary to Justice Minister Rock, Russell MacLellan, M.P.

The other parties were also included. Meetings were held with Réal Ménard, the science critic for the Bloc Québécois, Bill Blaikie and Chris Axworthy of the NDP, and Senator Kinsella and an advisor to Jean Charest. An extended session was also arranged with Preston Manning and his Industry Critic, Werner Schmidt.

And finally, a meeting was also held with the editorial board of the Ottawa Citizen.

So what, you ask? Will more resources suddenly appear for research of whatever description? No. But the pressure to really think about the long term implications of funding decisions has been maintained, and very importantly, the message has been strongly delivered that the university research community is solidly supportive of the government science activities and will work with them in any way that can be found. This latter point is important as the S&T strategy document of the government that has yet to appear stresses the governance of the federal science activities, all of which are under tremendous stress.

Parliament is in recess, which means that the M.P.s, your representatives, are in their ridings. During the time of the lobby effort, it became known that the government is seriously considering dropping its support of post-secondary education. This is interpreted to mean that the transfers to the provinces will eventually be for health costs only. No timeframe has been determined, and obviously no official confirmation has been obtained. To get the message across that this would be a devastating move, you are urged to contact your M.P. Invite him/her to your institution, possibly with several of your colleagues in different departments, and show him/her the students being supported through research grants, and the work that these people are doing. Stress that the infrastructure support provides the facilities for this research. If that disappears, the lights go off in the labs and corridors! ■

(Paul T. Hough is a member of the Steering Committee of the National Consortium and Executive Director of the Canadian Federation of Biological Societies.)

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• Consult a financial planner and a tax expert. Negotiate so that the employer pays the costs of the financial planner or tax expert.

• Do not assume that a package negotiated by a colleague is necessarily the best one for you.

• Shelter as much of the severance allowance as is allowed under the Income Tax Act.

• Negotiate to make sure that bridging arrangements to pensionable age include arrangements for fringe benefits paid for by the employer.

• Consult your tax planner concetnng tax implications before accepting any new work or position from the university immediately after your buyout or early retirement. ■

Corporate Anorexia

The latest management trend — cutting jobs — creates an unhealthy culture in the workplace.

BY CARRIE R. LEANA
Los Angeles

The trouble with corporate restructuring is not simply that firms are overdoing it, cutting staff to the point of "corporate anorexia." Nor is it simply, as some critics charge, that greedy companies are fattening their profits at the expense of laid-off employees.

The fundamental problem with corporate restructuring as it is practiced today — as an ongoing strategy even in profitable times, rather than as an emergency move — is that it is based on a flawed vision of what makes people and organizations work well. It creates an unhealthy culture in the workplace, and sooner or later we are all going to pay.

Of course, the tune being played at many corporate headquarters is quite different. Cutting heads is seen as a painful but necessary part of building a new culture in which everyone wins: the company is "tightsized" and stays lean and flexible. Remaining employees are "empowered" by taking on new responsibilities (albeit without new pay) and those who are let go learn to "break the bonds of co-dependence" with their employers.

The ideal seems to be to create free-wheeling economic entities with interchangeable parts. Companies plug in the "human resources" they need at any given moment, workers enjoy unrestricted free agency and we all dance in and out of employmenr relationships in response to the shifting demands of the market. It's like quick-change tooling or just-in-rime inventory, except on a national scale and with people.

What's wrong with that?

To begin with, it fosters narrow, short-term thinking. Nearly everyone agrees that a great weakness of North American business has been its failure to think strategically for the long term. Yet now we see a culture emerging in which more work is farmed out to independent contractors, in which full-time employees always have their resumés out and even key executives don't last long.

In such a culture, who is going to look out for rhe long-term good of the firm? In some of our research, my colleagues and I have tracked managers and professionals who were let go in downsizings and subsequently employed elsewhere. These are the supposed success stories; the ones who landed on their feet. Yer we found thar many of them habitually search for jobs, often spending more time looking for new work than people who are unemployed. Instead of focusing on the company, its customers or their fellow employees, they learn to look after their own skins.

Among the things they do not learn are artitudes and behaviors conducive to the inrernal "team-building" often touted by corporations.

Good teamwork requires trust and the ability to negotiate conflicting interests. These qualities are far more likely to be found in long-term relationships, not in the fluid, mobile exchanges that characterize life in many corporations today.

We know this not only from our studies wirhin corporations but also from laboratory research that shows, for instance, that people tend to negotiate differently (and more productively) when they know they'll be negotiating with the same parties again in the future.

We also know it from everyday experience. Sports teams that perennially shuffle rosters are seldom contenders. Nations in which the governing coalition changes frequently are seldom viewed as good places to live.

Why do we think corporations can be the exception? The great danger of restructuring as it is practiced today is that it creates a culture with no sense of collective responsibility.

It's nor empowering for the individual, either.

While some people thrive in the new environment, most of us are not constituted this way. We like stability and continuity. We are quite willing to adapr and innovate, but we requite a reasonably stable situation as a platform for learning and creativity.

One message that comes across loud and clear in a downsizing is that how well you do your job doesn't matter much; you may lose it anyway. Everyone knows a top performer who was let go. This teaches people that they don't control what happens to them on the job — the most disempowering message of all.

It can lead to a state that psychologists call "learned helplessness," a model used to explain why battered women stay with their batterers. They find they are liable to get beat up no matter what they do, so eventually they become passive. they learn to keep their mouths shut. Don't make waves. Just try to hang on.

Corporate restructuring as it is practiced today speaks a bizarre language. It is a language that confuses commitment with co-dependency and stability with stagnation; that misrakes moving around for moving forward. It's a language that puts an entire society on the wrong track and tries to call it rightsizing. ■

(Carrie R. Leana is a professor at University of Pittsburgh's Katz Graduate School of Business and co-author of Coping with Job Loss. Reprinted with permission.)

See DOWNSIZING — THE LINGO ... Page 6 ☞

How Will Laid-Off Workers Buy Their Employers' Products?

BY RICHARD GWYN
Toronto, Ontario

In a neat bit of analysis, the New York Times estimates that each of the 12,000 employees made redundant by the recent merger of two major American banks, Chemical Bank and Chase Manhattan, is worth $216,000 (U.S.).

That sizable sum doesn't measure the value of these employees to themselves, nor to anyone. It measures the fact that as soon as the two banks announced they were going to merge and to layoff almost one-fifth of their combined work force, the value of their shares soared by 11 per cent.

"If the banks got rid of all their workers," wrote reporter Floyd Norris, "their share prices would go up by another 53 per cent." Norris added that his follow-up analysis was "absurd, of course. Somebody has to be around to put cash in the automatic teller machines."

Actually, Norris's secondary flight of fancy was by no means that absurd. The corporate ideology of the 1990s has become what can best be called "employee cleansing." This phenomenon deserves a closer look.

Part of what's going on is straightforwatd, as well as necessary. All companies, including publicly owned ones, have no choice these days but to restructure and downsize and de-layer in order to survive in the competitive global economy.

In quite a few instances, though, the process has become self-perpetuating. An increasing numbers of companies have succumbed to what's been called "corporate anorexia." They've slimmed themselves down — at times by a king of macho mindlessness so that their executives can prove to other executives how tough they are — to the point where they can no longer perform efficiently.

This is especially true in the instance of companies that, by going on a crash payroll diet, have demoralized their employees to the point where many spend their time looking over their shoulders at alternative jobs in other companies.

The second form of employee cleansing involves downsizing undertaken not to improve productivity but merely to improve the next quarterly financial statement. The merger of Chase Manhartan and Chemical thus generated a quick financial hit by providing executives with an excuse fot mass layoffs tather than their having to do the hard work of improving the productivity of their existing employees.

Almost always, this kind of payroll surgery works. The recent announcement by the Times-Mirror Company that it was closing money-losing New York Newsday was followed by a jump in its stock value of 69 per cent.

No less an authority than media-magnate Conrad Black has lectured Canadians on the need to understand that stock values matter more than people. In a letter to the Toronto Star, Black denounced columnist Dalton Camp as a "quavering and spavined personification of political failute" for having criticized Scott Paper head Al Dunlap for earning $100 million in stock options for doing nothing more than laying off 11,000 employees and changing the names of a couple of company brands.

Didn't Camp realize that Dunlap has "raised the stock market valuation of Scott from $2.9 billion to $7 billion," thundered Black. Presumably, Black believes that some of this (paper) money will eventually "trickle down" on to the heads of all the Scott employees who have just lost their jobs. If so, Black is quite heroically naïve.

As today's widening income gaps make clear, money never trickles down; it stays stuck at whatever level it is gathered, and then auto-accumulates from there.

More to the point about the phenomenon of employee cleansing, the single economic certainty today is that the fewer employees a corporation has, the more money it — and its executives — will have. Another recent story in the New York Times illuminates one part of this equation. Under the title, American Workers Watch As Best Jobs Go Overseas, the Times reports that it's no longer just semi-skilled jobs (chipboard assembly in Malaysia, for example) that are being moved abroad but, increasingly, high-tech, white-collar jobs. The number of people in India employed writing computer programs for mostly American companies has soared from a few thousand a decade ago to 75,000 today.

As well, even more chilling than the phrase "corporate anorexia" is the newly minted one of "the virtual corporation." In these companies, a handful of executives make all the decisions while all the routine service and production work is contracted out, whether at home or abroad.

About these virtual corporations there's just one question to be asked. How can they sell their products if the only people coming into their stores are virrual customers with no money because they've got no jobs?

Over to you, Conrad. ■

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CHST

FROM PAGE 1

program of support for chairs in women's studies and in the environment; and

• creating more centres of excellence while ensuring the ground rules are such that these competitions are effectively open to the sciences, social sciences and humanities and to faculty in smaller universities.

In the area of student aid CAUT recommends that some of the EPF be diverted to:

• increase the loan limits;

• improve the funding of existing targeted groups (single parents, women in graduate studies, the disabled) and extend to other groups in particular need while making more of the payments into grants rather than loans; and

• revive the Canada Scholarships.

Another possibility would be for Paul Martin to transfer tax points to the provinces to recompense them for the loss in revenue. The minister has made it crystal clear in a response to the Quebec government that he will not do so. It seems unlikely that any federal finance minister, faced with serious deficit problems, would give up any tax points. Mr. Martin wants to use the money to reduce the deficit unless he can be persuaded to the view put forward by CAUT to spend the money more sensibly.

CAUT President Joyce Lorimer has suggested that the univetsity community not shirk its responsibilities in this lobbying effort and waste time dreaming about solutions that will never happen such as the continuation of EPF or the transfer of task points.

Dr. Lorimer has called on all local faculty associations to lobby their MPs, particularly the members of the Liberal caucus. The House of Commons does not sit duting January and MPs are in their ridings. Faculty associations and their members can let their MPs know how angry and concerned they are at this rumoured onslaught on higher education and that there are better ways to spend the money. MPs are only a local phone call away.

Members can also write to the ministers who are on the Unity Committee and to Paul Martin, Minister of Finance. Mail addressed to MPs does not need a stamp. The address is House of Commons, Ottawa, ON K1A 0A6. You can also fax Paul Martin at (613) 995-5176 and the members of the Unity Committee listed at right. ■

The Lingo

'Downsizing,' 'rightsizing' and 'restructuring' add up to the same thing: you've been 'let go.'

BY JULIAN BARLING
Kingston, Ontario

MANAGEMENT FADS OFTEN CAPTURE the imaginarions and fuel the actions of organizational leaders. The current panacea to organizational problems is "downsizing." Across North America, private and public organizations compete to see which can be "meaner and leaner."

Conspicuously absent is a serious evaluation of the effects of mass layoffs — the very evaluations demanded by successful executives in other areas. We now have enough information to seriously question whether we are acting responsibly in continuing along the paths of downsizing and layoffs.

Consider employees "lucky enough" to survive a round of layoffs. The unspoken assumption is that those remaining will produce more than the entire group did beforehand. This usually does not happen. Rather than being thankful to keep their jobs, employees are demoralized and less loyal, more angry, cynical and distrustful of management, fearful that one round of layoffs promises others — and that they will be next.

Not surprisingly, euphemisms have emerged expressing employees' anger: Those who carry out layoffs are "executioners." Laid-off employees are "victims," while those who remain are "survivors."

Layoffs are also painful for managets and consultants, as is apparent from euphemisms used to make the process easier. Employees are never laid off, they are "let go." This image is ridiculous: a bunch of workers straining at the barbed-wire fence, desperate to get out of the organization, while benevolent managers allow them to leave to pursue better interests.

Layoffs are "downsizing," "rightsizing," or "restructuring." A company offers "early retirement packages," or promises "no layoffs through attrition." Attempts to "re-engineet the corporation" suggest thar layoffs are inevitable.

The effects on survivors and executionets are relatively visible. Effects on others are not as visible, but they, too, cannot be ignored. We should be especially concerned about effects on teenagers and children, for whom dreaming about a future occupation is critical for occupational development.

Yet they are now more likely to question what awaits them. Children learn about work by observing their parents, and thelesson now is that their occupational futures are uncertain and out of their control. Hard work at school may not result in positive job prospects.

Perhaps massive layoffs could be justified if they enhanced organizational functioning. Yet lay-offs do not necessarily solve the problems for which they are the proposed solutions. A recent study of Fortune 500 organizations engaged in layoffs showed that the more severe the layoffs, the worse the organization's long-tetm profit margin and retutn on equity. If the giants are negatively affected, can smallet organizations with fewer resoutces escape similar negative effects?

Tough times cry out for innovative and courageous leaders who are prepared to swim against the stream, to examine their own assumptions and biases, and cast off assumptions that are no longer useful. Perhaps one of the toughest challenges for business leaders today is to question the practice of downsizing and to argue emphatically whenever downsizing does not benefit organizations, their members or the larger communities. ■

(Julian Barling is a professor of organizational behavior at Queen's University. Reprinted with permission.)

IN THE NEXT ISSUE

If you are considering retiring early, what is an acceptable early retirement package? The answer to this question is not a simple one given the range of pension schemes in Canada's universities. The Bulletin will carry coverage of this topic in Februaty.

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ADMINISTRATIVE STUDIES

YORK UNIVERSITY, Atkinson College, Department of Administrative Studies, invites applications for a full-time tenure stream appointment to commence July 1, 1996. This appointment is subject to budgetary approval by the University. Atkinson College is a Faculty of York University whose mission is to provide a range of degree programmes for adult students studying on a part-time basis, primarily through evening courses and both evening and daytime courses in the summer. Applicants should possess a completed, recent PhD in Applied Psychology, Management or Administrative Studies, with a concentration in Human Resources Management. Rank and salary are open. Candidates would be expected to teach in the HR undergraduate programmes offered by the department, and be of suitable standing to teach in the University's graduate programmes. Minimum qualification: completed PhD. Experience in teaching HR courses, and experience as an HR practitioner would be definite assets. Candidates must demonstrate potential to publish in the field. Applicants with teaching and research experience in Compensation, HR planning, are of special interest. Applicants should mail or Fax a letter indicating interest, a curriculum vitae and the names, addresses and telephone numbers of three referees to: Professor John Parkinson, Chair, Department of Administrative Studies, Atkinson College, York University, 4700 Keele Street, North York, Ontario M3J 1P3; Phone: (416) 736-5210; Fax: (416) 736-5963. The search process will continue until a suitable candidate is found. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada

AGRICULTURAL ECONOMICS

UNIVERSITY OF ALBERTA, Edmonton. Assistant, Associate or Full Professor, Cooperative Chair in Agricultural Marketing and Business. Teaching and research on the economics of markets, marketing, and/or agribusiness management, including group marketing and cooperative business activities. The successful appointee will be expected to interact with cooperatives, credit unions, and the other group marketing institutions that have funded this position. Research support will be available. Candidates should possess a completed PhD degree in agricultural economics, economics or business with a strong background in economic theory and quantitative methodology and an interest in pursuing research and teaching in the economics and/or management of cooperative business organizations in agriculture and related areas. Relevant academic, industry or government experience is highly desirable. Salary ranges: Assistant Professor, $39,230 - $55,526; Associate Professor, $48,736-$63,664; and Professor, $60,567 and up. This tenure track position will be available July 1, 1996. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications, including a short statement of research and teaching interests, curriculum vitae and the names of three referees should be sent to Michele Veeman, Chair, Department of Rural Economy, University of Alberta, Edmonton, Alberta, T6G 2H1, Canada, by February 28, 1996. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

ANTHROPOLOGY

THE UNIVERSITY OF REGINA, Department of Anthropology invites applications for a one-year term appointment (conversion to tenure track possible) at the Assistant Professor level, commencing July 1, 1996. The successful candidate will be a broadly-formed sociocultural anthropologist. Candidates should demonstrate an engagement with both current and classical anthropological issues in their research and teaching. An active research program is essential and diversity an asset. The department wishes to strengthen its area coverage internationally. A commitment to effective teaching is crucial, and an ability to teach either or both of theory and the anthropology of language would be an asset. Applicants should send their curriculum vitae, and arrange for the forwarding of three letters of reference and undergraduate and graduate transcripts to: Dr. M. Knuttila, Dean, Faculty of Arts, University of Regina, Regina, Saskatchewan, S4S 0A2. Applicants are also encouraged to submit a statement of research and teaching interests, a sample of writing, course outlines, and student evaluations if available. Closing date for applications is March 4, 1996. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The University of Regina is committed to employment equity. This position is subject to budgetary approval.

BIOLOGICAL SCIENCES

UNIVERSITY OF ALBERTA — The Department of Biological Sciences in the Faculty of Science at the University of Alberta invites applications for two tenure track positions in molecular biology of eukaryotic systems: one in yeast molecular genetics and the other in plant molecular biology. However, excellent candidates in related areas are also encouraged to apply. The effective date of employment will be July 1, 1996. The candidate must have a PhD and postdoctoral research experience. Appointments will be made at the level of Assistant Professor ($39,230-$55,526). Candidates should forward a curriculum vitae, list of publications, a one page statement of research interests and the names of three referees to: Dr. S.E. Jensen, Department of Biological Sciences, CW405 Biological Sciences Bldg., University of Alberta, Edmonton, Alberta, Canada T6G 2E9, E-mail: susan.jensen@ualberta.ca. For additional information about the department see: http://gause.biology.ualberta.ca/biosci.html. Closing Date: Feb 29, 1996. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

BIOLOGY

YORK UNIVERSITY, Faculty of Pure and Applied Science, Department of Biology. Applications are invited for a tenure-track appointment at the assistant professor level in vertebrate neuroendocrinology, commencing July 1, 1996. Preference will be given to applicants using molecular approaches to areas such as hormone-receptor interactions. The successful candidate will be expected to develop a strong research program in vertebrate endocrinology and to carry a normal teaching load. The department has widely respected research programs in invertebrate endocrinology and molecular biology. York University is in the thriving cultural centre of Toronto and is ideally located for interaction with many neighbouring Ontario universities. Applications, including a CV, statement of research interests, recent publications and the names of three referees, should be sent to: Dr. C.G.N. Steel, Chair of the Search Committee, Department of Biology, Faculty of Pure and Applied Science, York University, North York, Ont. M3J 1P3. Deadline for applications is Mar. 1, 1996. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. This appointment a subject to budgetary approval.

BUSINESS

UNIVERSITÉ McGILL — La faculté de gestion est à la recherche de candidat(e)s pour des postes de professeur(e) agrégé(e)/adjoint(e) donnant accès à la permanence dans les domaines de la comptabilité, finance, commerce international et informatique de gestion. Les candidat(te)s possèdent une solide expérience de la recherche ou ont le potentiel de s'y consacrer, ainsi qu'une bonne expérience de l'enseignement. Les candidat(e)s au poste de professeur(e) adjoint(e) sont titulaires d'un doctorat ou en instance de le terminer dans l'année. Salaire et échelon sont fonction des qualifications et de l'expérience de recherche des candidat(e)s. La faculté de gestion compte 60 professeurs à plein temps et offre des programmes de baccalauréat en commerce, de MBA et de PhD. Faites parvenir votre candidature à M. Richard Loulou, Vice-doyen — affaires académiques, Faculté de gestion, 1001, rue Sherbrooke ouest, Montréal, Québec, H3A 1G5, avant le 31 janvier 1996. Conformément à la réglementation canadienne en matière d'immigration, ces offres d'emploi s'adressent en priorité aux citoyens canadiens et aux résidents permanents. L'Université McGill souscrit à l'équité en matière d'emploi.

MCGILL UNIVERSITY — Faculty of Management: Applications are invited for anticipated tenure-stream appointments in the areas of Accounting, Finance, International Business, and MIS. Salary and rank are commensurate with the candidate's qualifications and research record. The Faculty of Management has over 60 full-time faculty and offers B.Com., MBA, and PhD degrees. Apply in writing to Prof. Richard Loulou, Associate Dean — Academic, Faculty of Management, 1001 Sherbrooke Street West, Montreal, Quebec, H3A 1G5. Closing date to receive applications is January 31, 1996. In accordance with Canadian immigration requirements, this advertisement is directed in priority to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment.

BUSINESS ADMINISTRATION

ST. FRANCIS XAVIER UNIVERSITY — The Department of Business Administration, St. Francis Xavier University, invites applications for a position at the Assistant Professor or Lecturer level in Marketing Management for a one-year term beginning September 1, 1996. Completed PhD or evidence of near completion is required. Candidates should be able to teath undergraduate courses in Marketing Management and second level elective courses in this area. The position is subject to budgetary approval. In compliance with Immigration Canada requirements, priority will be given to Canadian citizens and permanent residents. Closing date for applications is February 1, 1996. Applicants should send a curriculum vitae to Robert F. Madden, Chair, Department of Business Administration, St. Francis Xavier University, P.O. Box 5000, Antigonish, Nova Scotia, B2G 2W5.

ST. FRANCIS XAVIER UNIVERSITY — The Department of Business Administration, St. Francis Xavier University, invites applications for a tenure track position in Accounting effective September 1, 1996. Tenure-track positions normally require a PhD or equivalent. However, applicants who are in the final stages of their doctorate will also be considered. Candidates should be able to teach undergraduate courses in Accounting. The position is subject to budgetary confirmation. St. Francis Xavier University is committed to employment equity and encourages applications from all qualified persons. In compliance with Immigration Canada requirements, priority will be given to Canadian citizens and permanent residents. Closing date for applications is February 1, 1996. Applicants should submit letters of application, curriculum vitae and the names of three referees in confidence to Robert F. Madden, Chair, Department of Business Administration, St. Francis Xavier University, P.O. Box 5000, Antigonish, Nova Scotia, B2G 2W5.

ST. FRANCIS XAVIER UNIVERSITY — The Department of Business Administration, St. Francis Xavier University, invites applications for a probationary tenure-track position in Management/Organizational Behaviour at the Assistant Professor or Lecturer level beginning September 1, 1996. Completed PhD or evidence of near completion is required. Candidates should be able to teath undergraduate courses in Foundations of Management, Organizational Behaviour and elective courses in Human Resource Management, Women in Management, and Industrial Relations. The position is subject to budgetary approval. In compliance with Immigration Canada requirements, priority will be given to Canadian citizens and permanent residents. Closing date for applications is February 1, 1996. Applicants should send a curriculum vitae to Robert F. Madden, Chair, Department of Business Administration, St. Francis Xavier University, P.O. Box 5000, Antigonish, Nova Scotia, B2G 2W5.

CELTIC STUDIES

ST. FRANCIS XAVIER UNIVERSITY — The Department of Celtic Studies, St. Francis Xavier University, invites applications for a two-year probationary appointment at the level of Lecturer or Assistant Professor to commence September 1, 1996. Qualifications: PhD in Celtic Studies preferred, mastery of spoken and written Scottish Gaelic, teaching experience, publications desirable. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Closing date for applications is March 1, 1996. Send letter of application, curriculum vitae, and three letters of recommendation to Dr. Kenneth E. Nilsen, Chair, Department of Celtic Studies, St. Francis Xavier University, P.O. Box 5000, Antigonish, Nova Scotia, B2G 2W5

CHEMISTRY

QUEEN'S UNIVERSITY — The Department of Chemistry invites applications for a tenure-track position in inorganic chemistry at the rank of assistant professor. The position is available July 1st, 1996 and the salary will be commensurate with qualifications and experience. Candidates must have postdoctoral experience and should be able to demonstrate uncommonly high promise in teaching and research. Research interests may be in any area of inorganic chemistry, and the successful candidate will be expected to develop a vigorous, creative research program and to contribute to undergraduate and graduate teaching. We encourage applications from individuals who are partway through a postdoctoral fellowship and who would therefore not be immediately available, and also from individuals who are eligible for registration as Professional Engineers in Ontario. Queen's University has an employment equity program and encourages applications from all qualified candidates, including women, aboriginal peoples, people with disabilities and visible minorities. Applications, including the names of three referees, should be sent by February 15, 1996 to: Dr. R.S. Brown, Professor and Head, Department of Chemistry, Queen's University, Kingston, Ontario K7L 3N6 Canada

THE UNIVERSITY OF BRITISH COLUMBIA — Department of Chemistry. A Research Associate position is available to study the coordination chemistry and toxicology of vanadium compounds. This position will be available 15 February 1996 and will be for one year with the possibility of renewal. Qualifications: PhD and at least two years postdoctoral experience. Extensive relevant experience required in coordination chemistry and medicinal inorganic chemistry, as well as metal ion toxicology. Salary $2903.00 (Can) per month. Applications should be received by 15 February 1996 and directed to Professor Chris Orvig, Department of Chemistry, The University of British Columbia, 2036 Main Mall, Vancouver, British Columbia, V6T 1Z1. In accordance with Canadian Immigration, this advertisement is directed to Canadian citizens and permanent residents. UBC welcomes all qualified applicants, especially women, aboriginal people, visible minorities, and persons with disabilities.

UNIVERSITY OF SASKATCHEWAN

Invites applications and nominations for the position of

DEAN OF GRADUATE STUDIES & RESEARCH

The University of Saskatchewan offers an outstanding opportunity to candidates committed to the development and direction of a College of Graduate Studies and Research dedicated to excellence in graduate teaching and scholarship. The Dean is responsible to the Vice-President (Academic) for the leadership and administration of the academic programs and activities of the College.

The University of Saskatchewan offers graduate programs to the Master's level in all of its thirteen colleges. The Ph.D. degree is available in a wide variety of disciplines in the College of Arts and Science and in eleven of the professional colleges. Programs leading to a postgraduate diploma are offered. In 1995-96, the University of Saskatchewan student body comprised approximately 19,500 students; of these, approximately 1500 full-time and 500 part-time students were engaged in graduate degree programs.

The Dean will provide dynamic leadership within the College, will act as an advocate for graduate students in the first instance, and will be an established scholar and with proven administrative ability. The Dean will normally hold an academic appointment as a professor. The Dean will also be involved in the University's general academic leadership, and is expected to provide leadership for the continuing development of the graduate programs within the university. The Dean will work collaboratively with the Associate Vice-President Research. The appointment will be for a term of five years in the first instance and will be effective July 1, 1996 or as soon thereafter as possible.

Nominations and applications with complete resumes will be accepted until **March 15, 1996** or until a suitable candidate has been found and should be submitted to:

Dr. Patrick J. Browne, Vice-President (Academic)
E216 Administration Building, 105 Administration Place
University of Saskatchewan
SASKATOON, SK S7N 5A2

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

The University of Saskatchewan is committed to the principles of Employment Equity and welcomes applications from all qualified candidates. Women, people of Aboriginal descent, members of visible minorities, and people with disabilities are invited to identify themselves as members of these designated groups on their application.

Faculty of Arts and Science

NipIssing University requires qualified university instructors to teach the following courses pending budgetary approval. Applicants who possess a PhD will be given preference.

Spring Session 1996 (May 1 - June 30)

HIST 1205 Europe Since 1500 (6 cr)
HIST 1406 Canadian History: The Formative Years (3 cr)
HIST 1407 Canadian History: The National Era (3 cr)
PSYC 2005 Developmental Psychology (6 cr)
PSYC 2905 Receptor Processes and Perception (6 cr)

Summer Session 1996 (July 2 - August 20)

ANTR 1005 Introduction to Anthropology (6 cr)
FILM 2845 The Director's Cinema (6 cr)
PSYC 3105 Comparative Psychology (6 cr)
SOCI 2046 Minority Groups in Canada (3 cr)
SOCI 2047 Minority Groups Throughout the World (3 cr)
SWLF 3445 Women and Social Welfare (6 cr)

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

The stipend for a 6-credit course is $5,845 plus moving and accommodation allowances. Please send a curriculum vitae and arrange to have three letters of reference sent to Prof. R. Bergquist, Associate Dean, at:

NIPISSING UNIVERSITY
100 College Drive, Box 5002, North Bay, Ontario P1B 8L7

Research Associate in Immunochemistry

A position is available (indefinite term) for a research associate (PhD or MD) to work in the Joint Diseases Laboratory, Shriners Hospital, on molecular aspects of the synthesis and degradation of type IX collagen in cartilage in arthritis. Applicants should have detailed experience in immunochemistry, monoclonal antibody preparation, cell culture, proteinases and cartilage collagen research. The salary will be in the range $25,000-$35,000 per annum, according to experience. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications, with the names of three referees, should be sent in writing to **Dr. A.R. Poole, Shriners Hospital for Crippled Children, Montreal, QC H3G 1A6; tel: (514) 849-8208; fax: (514) 842-5581; e-mail: mdpo@musica.mcgill.ca.**

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CLASSIFIEDS

CLASSICS

UNIVERSITY OF ALBERTA: The Department of History and Classics, University of Alberta, invites applications for a tenure-stream appointment at the Junior Assistant Professor level in the area of Roman History, preferably in the period of the Late Republic or Early Empire. The successful candidate also will be expected to teach large-enrolment courses in early world history and the Roman World; and to teach Latin prose authors at the senior undergraduate and/or graduate levels. Demonstrated excellence in teaching and research is essential; a PhD is required prior to issuance of a contract. The appointment will commence on 1 July 1996, conditional on funds being made available. The current salary floor for an Assistant Professor is $39,230. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. A letter of application, a curriculum vitae, university transcripts, and representative samples of written work are required. In addition, three referees should be asked to send confidential letters of appraisal to Ms. Louise Jenkins, Secretary to the Hiring Committee, Department of History and Classics, University of Alberta, T6G 2H4. Closing date: 15 March 1996. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

COUNSELLING

TRINITY WESTERN SEMINARY — Masters of Counselling Program, Assistant Professor. Applications are invited for a tenure track position beginning August 15, 1996 Teaching/Administrative responsibilities for this position will be: oversight of the supervised practice sequence, teaching Human Development, Cross Cultural Issues, Marriage and Family Counselling and Career Counselling. The program's mission is to produce competent Master's level counsellors who wish to integrate theological/Biblical perspectives with psychological theory and practice. The ideal candidate will have a completed doctorate in the behavioral sciences, possess certification/licensure by a recognized accrediting body, have 3 - 5 years experience as a professional counsellor and teaching experience. Preference will be given to candidates with pastoral/parachurch experience and/or theological training. Trinity Western Seminary is the graduate theological division of Trinity Western University and is a part of ACTS, a three-seminary theological consortium. TWS is affiliated with the Evangelical Free Church of Canada. CVs and letters of reference should be directed to: Dr. Guy Saffold, Dean, Trinity Western Seminary, 7600 Glover Road, Langley, B.C., V2Y 1Y1 (604) 888-7511. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens or permanent residents. Trinity Western Seminary does not discriminate on the basis of gender or ethnic identity. This position is subject to available funding.

DENTISTRY

THE UNIVERSITY OF BRITISH COLUMBIA — Faculty of Dentistry, Department of Clinical Dental Sciences. Applications are invited for a full-time Assistant Professor tenure-track position in the Division of Periodontics in the Department of Clinical Dental Sciences. Responsibilities for the position include undergraduate and graduate teaching in periodontics and the further development of existing periodontal research. Candidates must have a proven record of teaching and research and be eligible for specialty certification in periodontics with the College of Dental Surgeons of British Columbia. One day per week is available for private practice. The starting date is July 1, 1996 or as soon as possible thereafter. Salary will be dependent on qualifications and is subject to final budgetary approval. The University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of British Columbia encourages all qualified persons to apply; however, Canadian citizens and permanent residents will be given priority. Please send your curriculum vitae and the names of three referees by January 31, 1996 to: Dr. Alan A. Cohen, Head, Department of Clinical Dental Sciences, Faculty of Dentistry, The University of British Columbia, 2199 Wesbrook Mall, Vancouver, B.C. V6T 1Z3. Telephone: (604) 822-3414; Fax: (604) 822-3562; e-mail: alowe@unixg.ubc.ca.

DIVINITY

TRINITY COLLEGE, Faculty of Divinity invites applications for a position in the field of New Testament studies. The successful candidate must have the qualifications necessary for appointment to the rank of assistant Professor in the Bible Department of the Toronto School of Theology. This will be a sessional appointment which will be renewable for a maximum period of three years, beginning July 1, 1996. The successful candidate will be ordained, and in good standing, within the Anglican Church; and able to work effectively in a liberal catholic tradition. S/he will possess a PhD or ThD in the field of New Testament with special competence in the synoptic Gospels and interest in New Testament theology, and have the ability to help divinity students reflect theologically on the scriptures of the Christian church. S/he must show promise of excellence in teaching and research. Salary will reflect qualifications and experience. A letter of application, curriculum vitae, and three letters of reference should be sent to the Acting Dean, Faculty of Divinity, Trinity College, 6 Hoskin Ave., Toronto, M5S 1H8. The deadline for applications is March 15, 1996. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. This appointment is subject to budgetary approval. (Trinity College is an equal opportunity employer.)

TRINITY COLLEGE, Faculty of Divinity, invites applications for a position in the field of pastoral theology with responsibility for the direction of the Faculty's Basic Degree Studies and Internship Program. The successful candidate must have the qualifications necessary for appointment to the rank of assistant Professor of Pastoral Theology in the Toronto School of Theology. This will be a sessional appointment which will be renewable for a maximum period of three years, beginning July 1, 1996. The successful candidate will be ordained, and in good standing, within the Anglican Church; and able to work effectively in a liberal catholic tradition. S/he will possess the following qualifications: a PhD, Th.D., or equivalent degree, with specialization in the area of ministerial/pastoral practice and religious education, with experience in designing and facilitating adult educational events an asset; excellent knowledge of the administrative and personnel policies of the Anglican Church of Canada; proven administrative skills; and promise of excellence in teaching and research. Salary will reflect qualifications and experience. A letter of application, curriculum vitae, and three letters of reference should be sent to the Acting Dean, Faculty of Divinity, Trinity College, 6 Hoskin Ave., Toronto, M5S 1H8. The deadline for applications is March 15, 1996. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. This appointment is subject to budgetary approval. (Trinity College is an equal opportunity employer.)

ECONOMICS

THE UNIVERSITY OF LETHBRIDGE — Faculty of Arts and Science, Department of Economics. Assistant Professor: ten-month term appointment beginning August 1, 1996, subject to budgetary approval. PhD in Economics; monetary theory and any other fields. The successful candidate will be expected to teach introductory and advanced courses in the above mentioned field. In accordance with Canadian Immigration Regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University aspires to hire individuals who have demonstrated potential for excellence in teaching, research and scholarship. The University is an equal opportunity employer and offers a non-smoking environment. The current salary for an Assistant Professor is $37,350.00 minimum per annum. Applicants should send a letter describing interest and qualifications in all areas of teaching competence, and attach a curriculum vitae and transcripts. In addition, applicants should arrange to have three letters of reference sent to: Dr. Jeremiah M. Allen, Chair, Department of Economics, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4. Tel # (403) 329-2518, Fax#: (403) 382-7108. The closing date for applications is February 29, 1996. **THE UNIVERSITY OF BRITISH COLUMBIA, Department of Economics,** invites applications for 1996 Summer Session Term t (May 6 to July 26, two evenings per week) and Summer Session Term 2 (five days per week, from July 2 to August 10) teaching positions. Undergraduate instructors in introductory economics and intermediate theory with proven excellence in teaching required. Stipend depends on seniority and is expected to be between $7236 - $7808 per course equivalent. Application deadline: January 31, 1996. Applications including curriculum vitae, names of three references and a summary of teaching evaluations should be sent to Professor Ashok Kotwal, Head, Department of Economics, The University of British Columbia, Vancouver, B.C., V6T 1Z1. UBC welcomes all qualified applicants, especially women, aboriginal people, visible minorities, and persons with disabilities. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

EDUCATION

UNIVERSITY OF LETHBRIDGE — The Faculty of Education seeks to fill five (5) tenure track positions for July, 1996. These approved positions have been left vacant by retirements and early retirements. Filling these five positions will bring the Faculty's complement to tenure-track positions to 34 FTE's. In addition the Faculty recruits associate instructors equivalent to 4 FTE's mostly from schools. The Faculty's major commitment is the education-degree component of an integrated five-year, combined degrees program of initial teacher preparation. Approximately 200 students are admitted to this program each year. In addition a rapidly growing M.Ed. program has over 200 students enrolled. All professors are expected to supervise preservice students in at least one of their practicum experiences as well as to teach undergraduate and graduate courses, supervise graduate students, and conduct scholarly or creative work. Candidates must have a strong commitment to teacher education, to the professional development of teachers and to working in a collaborative teaching environment. Qualifications include a doctoral degree, completed or near completion, and successful classroom teaching experience. Successful candidates will possess expertise and qualifications in one of the following primary areas of responsibility. In addition, they will be able to teach in at least one of the secondary areas listed below. Primary Areas of Responsibility: 1. Aboriginal teacher Education; 2. Career and Technology Studies (Business Focus) *Note: Career and Technology Studies in the Alberta schools curriculum is a major reorganization and integration of what used to be Business/Technology Education, Home Economics, Vocational and Industrial Education;* 3. Drama Education; 4 Educational Psychology/ Counselling; 5. One position in either Social Studies or Science Education. Secondary Areas of Responsibility: adult education; educational leadership; educational technology; elementary education; English as a second language; English language arts, especially at the secondary level; Modern languages. Applications will be accepted until February 28. Each appointment will normally be made at the assistant professor rank. Send application and the names of three referees to: Dr. Laurie Walker, Dean, Faculty of Education, University of Lethbridge, Lethbridge, AB T1K 3M4; Telephone:(403) 329-2051; Fax:(403) 329-2252; E-Mail:Walker@hg.uleth.ca. Further information about any of the positions may be obtained by telephoning the Dean. The University aspires to hire individuals who have a demonstrated potential for excellence in teaching, research and scholarship. The University of Lethbridge is an equal opportunity employer. In accordance with the Canadian Immigration Regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada.

ST. FRANCIS XAVIER UNIVERSITY — Department of Education. St. Francis Xavier University is a small liberal arts institution currently implementing a new two-year teacher education program with an emphasis on instruction in culturally diverse settings. To meet the needs of this new program, the University invites applications for one term and four tenure-track positions commencing September 1, 1996. Duties of all positions include some combination of undergraduate and graduate instruction, internship supervision, thesis supervision, research and professional development activities. The positions to be filled are in the following areas: One Year Limited Term: Language Arts (1); Probationary: Educational Psychology/Special Needs Education (1); Educational Psychology with an interest in Curriculum Studies and/or Assessment (1); Native Education with proficiency in speaking, reading and writing the Mi'kmaq language (1); Educational Administration and Policy Studies (1) with an interest in Curriculum Studies. The normal minimum qualifications are an earned doctorate and prior experience in a school system. Subject to the qualifications and experience of the candidate, appointments may be made at the level of Assistant, Associate, or Full Professor. In compliance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. St. Francis Xavier is committed to employment equity. Positions are subject to budgetary approval. Applications, including curriculum vitae and the names of three referees, should be submitted to Dr. Vianne Timmons, Chair, Department of Education, St. Francis Xavier University, P.O. Box 5000, Antigonish, Nova Scotia, B2G 2W5.

UNIVERSITY OF ALBERTA — The Department of Elementary Education, Faculty of Education, University of Alberta is seeking an Instructor to teach Orff-Schulwerk Level III (July 1-12, 1996). Qualifications should include: 1. Understanding of the psychological, philosophical and pedagogical significance of Orff-Schulwerk and extensive experience in active and creative music teaching based on Orff principles 2 Knowledge of authentic folk materials from a variety of cultures and the ability to teach advanced movement skills, and the ability to compose/arrange music for voices and Orff instrumentarium 3 Extensive Orff-Schulwerk teaching experience at the university level. Responsibilities for instruction include both lectures and labs in ensemble, pedagogy and movement. Remuneration is $2780. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Closing date for applications is January 31, 1996 Applications accompanied by a curriculum vitae and three letters of reference should be sent to Dr. Robert K. Jackson, Chair, Department of Elementary Education, 551 Education South, University of Alberta, Edmonton, Alberta, Canada T6G 2G5. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities

LAKEHEAD UNIVERSITY — The Faculty of Education at Lakehead University invites applications for the contract position of Co-ordinator, Native Language Instructor's Program. The Native Language Instructor's Program is a teacher training program for native language teachers of Ojibwe and Cree requiring three or four summer sessions and supplementary student teaching in schools. Students in the program are drawn from Ontario and other parts of Canada. Candidates should hold as a minimum a Masters degree in a relevant discipline, be fluent in an Algonquian language, especially Ojibwe or Cree, have qualifications and experience in second language education, hold a teaching certificate, and be sensitive to the culture of Native peoples. This initial appointment, to March 31, 1997, and any subsequent renewals are all contingent upon targeted government funding. Duties will include an appropriate combination of administration, student teaching supervision and scholarship. Salary will be commensurate with qualifications and experience. Applicants should submit a curriculum vitae and the names and addresses (with telephone and/or fax numbers) of three references to: Professor D. Bates, Dean, Faculty of Education, Lakehead University, 955 Oliver Road, Thunder Bay, Ontario, P7B 5E1. The position will be filled early in 1996. Applications will be accepted until the position is filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Lakehead University is committed to employment equity and encourages applications from women, members of visible minorities, aboriginal peoples, and persons with disabilities.

ENGINEERING

LAKEHEAD UNIVERSITY — The Department of Electrical Engineering at Lakehead University invites applications for a probationary (tenure track) position, at the rank of Assistant Professor, from electrical engineers with a PhD in

SUNNYBROOK HEALTH SCIENCE CENTRE

DIRECTOR — CLINICAL EPIDEMIOLOGY

Sunnybrook Health Science Centre, a University of Toronto affiliated teaching and research hospital committed to high standards of excellence and a philosophy of patient focused care is seeking a qualified professional.

Sunnybrook's research program in clinical epidemiology, an internationally recognized program, draws together investigators with a variety of interests ranging from clinical trials and bedside biometrics to population-based health services research. Sunnybrook is presently seeking an outstanding investigator with team-building skills who will serve as Director of Clinical Epidemiology.

Reporting to the Vice-President, Research, the Director will be a mentor to students and other investigators, and a catalyst for multidisciplinary research within the institution. The Director will maintain an independent research program in her/his own right, and be eligible for academic appointment(s) at the University of Toronto.

Applicants should have an M.D. or PhD with MSc. or equivalent in epidemiology or a related discipline, an MD should be qualified for an appointment in one of Sunnybrook's Clinical departments.

Please send your CV in confidence by Jan. 19, 1996 to:

Dr. R. Mark Henkelman
Vice President Research
Chair, Search Committee for Director of Clinical Epidemiology
Sunnybrook Health Science Centre
2075 Bayview Avenue
North York, Ontario
M4N 3M5

SUNNYBROOK HEALTH SCIENCE CENTRE

In accordance with immigration requirements, this advertisement is directed in the first instance to Canadian Citizens and Landed Immigrants.

We thank all applicants, however, only those selected for an interview will be contacted.

DIRECTOR BIOTECHNOLOGY LABORATORY

The Biotechnology Laboratory at the University of British Columbia was established in 1987 to catalyze the interdisciplinary development of Biotechnology at U.B.C. The laboratory now comprises 13 independent faculty members with a strong record in attracting external funding. It includes an efficient administrative support system, excellent core facilities for molecular biology, a bioprocessing unit, and a teaching laboratory. The University is now searching for a distinguished scholar to serve as a new Director commencing July 1, 1998, or soon thereafter.

The candidate should be an internationally recognized scientist who will provide leadership, direction and vision to the Biotechnology Laboratory. The candidate will possess effective interpersonal and administrative skills and the ability to maintain strong, positive interactions with other academic units on campus and with the private biotechnology sector. The candidate should be willing to participate in fund-raising activities.

The new Director will lead the continued development of the Biotechnology Laboratory and will be provided with generous laboratory space, administrative support staff and facilities. The new Director will also hold an academic appointment in an appropriate Department.

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. UBC welcomes all qualified applicants, especially women, aboriginal people, visible minorities, and persons with disabilities. The position is subject to final budgetary approval.

Applications or nominations for the directorship should include the curriculum vitae of the candidate, together with the names of three references, and be sent to:

Search Committee
Biotechnology Laboratory Directorship
c/o Dr. Barry C. McBride
Dean of Science
8270 University Boulevard, Room 1505
Vancouver, BC V8T 1Z4

The closing date for applications is **February 15, 1998.**

DEAN OF FORESTRY AND ENVIRONMENTAL MANAGEMENT

The University of New Brunswick is seeking applications and nominations for the position of Dean of the Faculty of Forestry and Environmental Management to succeed the incumbent effective July, 1 1996.

The Faculty of Forestry and Environmental Management provides the only English language professional education in Forestry at the university level in Atlantic Canada. It has a long and distinguished history in education, research and service, and is a leader in innovation.

The Faculty operates Bachelor's degree programs in Forest Ecosystem Management and Forest Engineering, with minors in Computer Applications, Wildlife, Parks and Wilderness, Environmental Studies, Forest Science and Wood Products. The Forest Engineering program is the only one in Canada. Course-based, and research-based Master's degrees, and PhD degrees are offered in most areas of forestry and forest engineering.

There are 29 Faculty members, 500 undergraduate and 70 graduate students. Students are drawn from all across Canada and from many countries.

The Faculty is a key component of Centres in Wildlife, Wood Science and Technology, and Sustainable Development. It has research facilities on campus and in the nearby Hugh John Flemming Forestry Complex and maintains strong ties with research and development in forest-related government agencies and industry.

The Dean should have outstanding academic, research and administrative qualifications and be capable of providing strong leadership in forestry education and research within a dynamic local and national forestry environment. Reporting to the Vice-President (Academic), the Dean is responsible for the supervision and administration of academic programs, the Faculty budget, and relations with alumnae/i and the profession.

The Faculty of Forestry and Environmental Management is located in historic Fredericton, which is the capital city of New Brunswick, situated on the beautiful St. John River.

Enquiries, nominations and applications should be addressed to:

Dr. Louis P. Visentin
Vice-President (Academic)
University of New Brunswick
P.O. Box 4400
Fredericton, N.B. E3B 5A3

by **March 1, 1996.** Applications should include a curriculum vitae and the names of three referees.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of employment equity.

UNIVERSITY OF NEW BRUNSWICK

ANNONCES CLASSÉES

telecommunications engineering, with specialization in networks and fibre optics communications. The successful candidate will be expected to (1) teach effectively and to develop laboratories at the undergraduate level, (2) develop a significant research program and attract research grants, (3) be dedicated to engineering education and work effectively with colleagues in the Department. The successful candidate must be, or be qualified and prepared to become, a licensed Professional Engineer. This position is subject to final budgetary approval. Interested applicants should submit a curriculum vitae, and the names, addresses and phone numbers of three referees to: Dr. I.G. Locker, Dean, P.Eng., Faculty of Engineering, Lakehead University, 955 Oliver Road, Thunder Bay, Ontario, P7B 5E1. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Lakehead University is committed to employment equity and encourages applications from women, members of visible minorities, aboriginal peoples, and persons with disabilities.

THE UNIVERSITY OF TORONTO, Faculty of Applied Science and Engineering invites applications for three tenure stream positions at the Assistant Professor level in areas related to environmental engineering. One appointment will be made in each of the Departments of Chemical Engineering and Applied Chemistry, Civil Engineering, and Mechanical Engineering, which have active postgraduate programs, and are initiating a new collaborative undergraduate program, in environmental engineering. The appointments to these positions will be made 1 July 1996, or as soon as possible thereafter. There is specific interest in candidates with strong research and professional activities and experience in one or more of the following areas. For the position in Chemical Engineering and Applied Chemistry: environmental process design such as in-plant separation processes, end-of-pipe treatment systems or pollution prevention; behaviour of organic or inorganic pollutants in the environment; transport, treatment or fate of airborne pollutants. For the position in Civil Engineering: waste management; risk assessment and management; environmental impact assessment. Candidates with expertise in Environmental Engineering that bridge other areas of Civil Engineering such as geotechnical and transportation engineering are encouraged to apply. For the position in Mechanical Engineering: combustion generated air pollution; incineration; thermal destruction of organic compounds. Applicants should hold a doctoral degree or equivalent and have a demonstrated commitment to teaching and research in the university environment. The successful candidates will be expected to establish active research programs, supervise graduate students, teach postgraduate and undergraduate courses in their fields of interest and contribute to the teaching of other engineering courses at the undergraduate level. Salary is commensurate with qualifications and experience. Applicants should send a detailed curriculum vitae, a statement concerning research, teaching and professional interests, and a list of at least three referees to Professor Philip H. Byer, Chair, Division of Environmental Engineering, Faculty of Applied Science and Engineering, University of Toronto, Toronto, Ontario, Canada, M5S 1A4. The closing date for receipt of applications is 15 April 1996. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Toronto is committed to employment equity and encourages applications from women, visible minorities, aboriginal peoples and persons with disabilities.

UNIVERSITY OF ALBERTA — The Department of Biomedical Engineering in the Faculty of Medicine at the University of Alberta invites applications for a tenure-track position as Assistant Professor. We are looking for an individual who will support our existing strengths in imaging and image processing. A PhD degree is required and applicants should have proven records of research achievement. The successful candidate will be expected to carry out an independent research program, as well as participate in collaborative interactions with clinical research groups based on the University/Hospital campus. Participation in the University teaching program will also be expected. Salary range is $39,230 - 55,526 p/a, plus comprehensive benefits. The successful applicant will also be eligible for funding by the Alberta Heritage Foundation for Medical Research. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applicants should send a curriculum vitae, including a list of publications and a one-page statement of research plans, to Dr. Peter S. Allen, Professor and Chair, Department of Biomedical Engineering, 10-102 Clinical Sciences Building, University of Alberta, Edmonton, Alberta, Canada, T6G 2G3. Deadline for receipt of applications is January 31, 1996. The University of Alberta is committed to the principal of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

UNIVERSITY OF BRITISH COLUMBIA — Department of Civil Engineering. Applications are invited for two tenure-track positions at the Assistant Professor level in the fields of Water Resource Development Engineering and Hydraulic and River Engineering. The successful candidates will be expected to be active in graduate teaching, research and interaction with the profession, and to take part in teaching related undergraduate courses. Qualifications should include a PhD in civil engineering, and the successful candidates are expected to have or seek professional registration with the Association of Professional Engineers and Geoscientists of British Columbia. Relevant industrial experience would be an asset. Water Resource Engineering: The successful candidate is expected to have expertise in water resource systems engineering and management, engineering hydrology, and systems engineering methods. He or she should be familiar with methods for the management and preservation of water resources both in urban and rural areas, as well as topics such as public policy development and engineering economics. Hydraulic and River Engineering: The successful candidate is expected to have expertise in fluid mechanics with an emphasis on river engineering and its application to one or more of the following areas: flood control systems, sediment transport, hydraulic structures, and open channel hydraulics; and a demonstrated awareness of their impact on riverine water quality would be an asset. The deadline for applications is March 8, 1996, with the appointments to be made effective July 1, 1996, or as soon as possible thereafter. The positions are subject to final budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Please submit an application, including a curriculum vitae and the names of three referees, to: Dr. M. Isaacson, Professor and Head, Department of Civil Engineering, University of British Columbia, 2324 Main Mall, Vancouver, B.C., Canada, V6T 1Z4. The University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities, and persons with disabilities.

UNIVERSITY OF ALBERTA — The Department of Electrical Engineering invites applications for two tenure-stream faculty positions at the Assistant/Associate Professor level starting July 1, 1996. The salary range for the Assistant/Associate Professor level is $39,230 to $69,664. The successful applicants will be qualified to teach undergraduate and graduate courses in their area of specialty and in the core curriculum. As well, the applicant will be expected to supervise both MSc and PhD graduate students and to demonstrate leadership in the development of a research program. Applications are invited in the areas of (i) computer engineering (specializations include, but are not limited to, VLSI design, CAD tools, software engineering, computers and communications, medical applications of computers, robotics and industrial applications of computers, and computer architecture), (ii) controls and robotics (specializations include, but are not limited to, digital signal processing, intelligent control, computer control, and robotics), and (iii) power electronics systems, (specializations include, but are not limited to, switchmode power supplies, variable speed drives, electric machine design, power quality, active harmonic filters, and high voltage direct current transmission). Applicants must have a doctorate degree (or pending) and a strong commitment to teaching and research. Industrial experience will be considered an asset. The Department of Electrical Engineering has a 32-member teaching staff, approximately 100 graduate students, and admits 155 beginning undergraduate students each year. Forty of these students are in the Computer Engineering program, which is jointly offered by the Departments of Electrical Engineering and Computing Science. Students are given the option of a traditional or Co-operative Education program. Excellent teaching and research facilities are available. Opportunities exist for collaborative research with other Engineering Departments, the Department of Computing Science and local research institutes including the Alberta Microelectronic Center and Telecommunications Research Laboratories. Further information on the Department of Electrical Engineering and the University of Alberta can be found at the WWW URL http://www.ee.ualberta.ca. To apply, send a curriculum vitae including employment history, a select subset of research publications, a statement concerning research and teaching interests and the names of at least three references to: Dr. C.E. Capjack, Chair, Department of Electrical Engineering, The University of Alberta, Edmonton, Alberta, Canada T6G 2G7. Applications will be accepted until April 5, 1996. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

UNIVERSITY OF ALBERTA — Department of Chemical Engineering. Applications are invited for up to three tenurable faculty positions at the assistant professor level. The positions will be available July 1, 1996 with an annual salary in the $45,000 to $55,000 range. Candidates must either hold a PhD in Chemical Engineering or expect to receive one before July 1, 1996. We are interested in high-quality candidates in any area of chemical engineering, but our current needs are in thermodynamics, colloids, catalysts, and process control with applications in oil sands processing, pulp and paper, polymers, and petrochemicals. The successful candidates will be expected to establish a viable and productive research program, and teach both graduate and undergraduate courses. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. A resume, the names of three references, and a statement of current and future research interests should be sent to: Dr. S.E. Wanke, Chair, Department of Chemical Engineering, University of Alberta, Edmonton, Alberta, Canada T6G 2G6. Applications are requested prior to February 9, 1996. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

ENGLISH

DALHOUSIE UNIVERSITY — Department of English. Applications are invited, from persons with special interests in twentieth-century British literature or twentieth-century American literature or both, for one probationary tenure-track position at the rank of Assistant Professor. Qualifications: PhD, teaching ability, and research potential. Salary dependent upon qualifications. The appointment will begin on July 1, 1996; closing date for applications is February 20, 1996. Letter of application, c.v., transcripts, and three letters of reference should be sent to: John Baxter, Chair, Dept. of English, Dalhousie University, Halifax, Nova Scotia B3H 3J5. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Dalhousie University is an Employment Equity/Affirmative Action Employer. The University encourages applications from qualified women, aboriginal peoples, visible minorities and persons with disabilities.

THE UNIVERSITY OF REGINA, Department of English invites applications for a one-year term position (conversion to tenure track possible) at the Assistant Professor level, commencing July 1, 1996. The Department is interested in candidates with expertise in Linguistics and Medieval Literature to teach at both undergraduate and graduate levels. The successful candidate's teaching responsibilities may include discourse analysis, stylistics, gender and language, semiotics and medieval literature. Qualifications include a completed PhD; teaching experience and publications are an asset. Our curriculum has been recently revised to emphasize the variety of approaches to English studies. Candidates are advised to obtain a description of the program from Joanne Pedersen, English Dept., University of Regina, Regina, Sask. S4S 0A2 (306 585 4140). Applicants should send their curriculum vitae and arrange for the forwarding of three letters of reference and undergraduate and graduate transcripts to: Dr. M. Knuttila, Dean, Faculty of Arts, University of Regina, Regina, Saskatchewan, S4S 0A2. Closing date for applications is February 15, 1996. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Regina is committed to employment equity. This position is subject to budgetary approval.

EPIDEMIOLOGY

THE UNIVERSITY OF BRITISH COLUMBIA and BC Research Institute for Child and Family Health — Epidemiologist. We are seeking an epidemiologist to join a recently established multi-disciplinary health services research centre in Vancouver, affiliated with the University of British Columbia and British Columbia's Children's Hospital, and focusing on research in issues of importance to child, women and family health. In addition, it supports institutional and multi-centred clinical trials and basic science research. The individual should have a PhD or MD/PhD in epidemiology and an interest in child and family health, especially focusing on injury prevention and preventative health issues. S/he will be expected to conduct independent research as well as work collaboratively with physicians, health economists and other scientists on a health policy team. A grant tenure-track academic appointment within the Department of Health Care and Epidemiology of the University of British Columbia will be available at a rank and salary commensurate with experience. A comprehensive benefits package will be provided. UBC welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Interested individuals should send their curriculum vitae, selected reprints, a brief statement of research interests and the names and addresses of three referees to: Linda Peiris, PhD, Managing Director, Centre for Evaluation Sciences, BC Research Institute for Child and Family Health, 4480 Oak St., room E414, Vancouver, BC V6H 3V4 Canada, Tel: (604) 875-3130; Fax (604) 875-3124. Application deadline is March 31, 1996. The anticipated start date is July 1, 1996.

FILM & VIDEO

YORK UNIVERSITY — Department of Film & Video. Applications are invited for a full-time tenure-stream appointment in Screenwriting, at the assistant professor level, effective July 1, 1996. The Department offers an Honours BFA, an Honours BA and an MFA with specializations in production, screenwriting, and history and theory. Responsibilities include the teaching of a full range of undergraduate and graduate courses in screenwriting, including both workshop courses and large undergraduate courses (approximately 50 students each), and the advising of students at both the undergraduate and graduate levels. A particular responsibility involves the supervision of graduate screenwriting theses. The successful candidate will also be expected to contribute to the artistic, creative and scholarly goals of the Department. Additional responsibilities will include serving on Department, Faculty and/or University committees, administrative assignments, student advising and curriculum assessments. Applicants must hold a post-graduate degree or diploma in a relevant discipline or equivalent professional experience. Demonstrated excellence as a screenwriter is essential, as is teaching experience in a post-secondary film program. An ability to contribute to the teaching of courses in production and/or history and theory would be an asset. Salary is commensurate with experience and qualifications. Applications, with CV and three letters of reference, should be sent to: Prof. Peter Morris, Interim Chair, Department of Film & Video, Room 222, Centre for Film and Theatre, York University, 4700 Keele Street, North York, Ont. M3J 1P3. Deadline for applications is Feb. 9, 1996. This appointment is subject to budgetary approval. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

YORK UNIVERSITY — Department of Film & Video. Applications are invited for a full-time tenure-stream appointment in Production, at the assistant or associate professor level, effective July 1, 1996. The Department offers an Honours BFA, an Honours BA and an MFA with specializations in production, screenwriting, and history

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Memorial
University of Newfoundland

CHAIR in TELELEARNING
FACULTY OF EDUCATION

Applications or nominations are invited for a Chair in TeleLearning to be established in the Faculty of Education, Memorial University of Newfoundland, in partnership with Atlantic Canada Opportunities (ACOA)/Human Resources Development (HRD) and Industry Canada.

The Chair will be responsible for coordinating research and development initiatives in TeleLearning with special emphasis on schooling in Newfoundland and Labrador. Responsibilities will include generating collaborative research proposal relating to education and technology; establishing a test site for the implementation of new technologies; building upon the distance education and research opportunities afforded by existing tele-education facilities; working closely with Newfoundland schools to assess current levels of technological literacy and to generate novel strategies for increasing knowledge of applications. Recognizing the geographic and demographic uniqueness of Newfoundland the Faculty is committed to developing in partnership with the teaching profession and the Faculty of Science, professional courses for distant delivery.

The position will be filled by an established educator and innovator with a demonstrated research record in a relevant area of education, and with significant academic experience. School experience is an asset as well. Possible areas of expertise within Education include curriculum planning and/or design, resource-based learning, educational technology, educational software development, computer communications networks, and multimedia communications systems. Candidates shall have an earned PhD and hold or be qualified for appointment to the rank of Full Professor.

The Chair appointment is for an initial five-year period with possibility of renewal for a second five-year period.

Memorial University of Newfoundland is located in the city of St. John's which has a prominent position in the history of communications and a growing industrial base in telecommunications and information technology.

Further information regarding the proposed Chair may be obtained by faxing a request to (709) 737-8637, or by phoning (709) 737-8588. The closing date for applications is **January 30, 1996**. Applications accompanied by a brief statement of interest and a list of three referees, or nominations, should be sent to:

Dr. Linda Phillips
Chair of Search Committee
Faculty of Education
Memorial University of Newfoundland
St. John's, NF, Canada A1B 3X8
email: phillips@kean.ucs.mun.ca

In accordance with Canadian immigration requirements, preference will be given to Canadian citizens and permanent residents of Canada.

Memorial University of Newfoundland is committed to equity in employment.

THE UNIVERSITY OF REGINA

invites applications and nominations for the position of

Dean of the Faculty of Engineering

The University of Regina is a growing and innovative organization with over 1,000 employees, 11,500 students and an annual operating budget exceeding $79 million. It is situated in beautiful Wascana Park, one of the largest urban parks in North America. The Faculty of Engineering is one of the University's eleven academic areas.

The Faculty has 39 academic and support staff, approximately 650 undergraduate and graduate students, and an annual operating budget of approximately $2.8 million. Its programs include Bachelor of Applied Science in Electronic Systems, Industrial Systems, Regional Environmental Systems Engineering and M.Sc. and PhD programs. A Software Systems Engineering program is in the final stages of approval. A feature of all undergraduate offerings is the *Co-operative Education Program*.

The Dean will provide strong leadership for the Faculty within the University and the larger community. Candidates should have demonstrated communication and management skills, an excellent record of teaching, practice and research in Engineering, and an understanding of the integral relationship among undergraduate education, research and graduate studies. Candidates will be eligible for appointment at a senior academic rank. The Dean is expected to be willing and able to work collaboratively with other Faculties on campus, with members of the Association of Professional Engineers of Saskatchewan, and with the Canadian engineering and science community. Eligibility for professional engineering designation is required, and industrial experience would be an asset.

The appointment will commence on July 1, 1996, and will normally be for a term of five years. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Send applications or nominations, including a complete curriculum vitae and names of at least five referees in confidence by **March 1, 1996**, to:

Dr. Dianne Common
Vice-President (Academic)
University of Regina
Regina, Saskatchewan
S4S 0A2

The University of Regina is committed to the principles of employment equity.

DEAN OF ADMINISTRATION

The University of New Brunswick, in Fredericton, New Brunswick invites nominations and applications for the position of Dean of the Faculty of Administration effective 1 July 1996. The appointment is for a five year term and is subject to renewal.

The University of New Brunswick has 8,000 full-time students and 500 faculty members at its Fredericton campus. The Faculty of Administration has 600 undergraduate students, 100 graduate students, 39 faculty members and 9 support staff. The Faculty offers B.B.A. and M.B.A. programs. The faculty members have wide-ranging research interests, and share a commitment to excellence in teaching, scholarship and public service.

Candidates for the deanship should have outstanding academic and administrative qualifications. They should also possess leadership skills and personal style needed to work well with a large and diverse group of people, and to maintain positive associations with members of both the public and private sectors.

Inquiries, nominations and applications should be addressed to:

Dr. Louis P. Visentin
Vice-President (Academic)
University of New Brunswick
P.O. Box 4400
Fredericton, N.B. E3B 5A3

The application deadline is **March 1, 1996**. Please include a curriculum vitae and the names of three referees.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of employment equity.

UNIVERSITY OF NEW BRUNSWICK

CLASSIFIEDS

and theory. Responsibilities include the teaching of a full range of undergraduate and graduate courses embracing the creative and technical aspects of both film and video production and the advising of students at both the undergraduate and graduate levels. A particular responsibility involves the supervision of graduate production theses. The successful candidate will also be expected to contribute to the artistic, creative and scholarly goals of the Department. Additional responsibilities will include serving on Department, Faculty and/or University committees, administrative assignments, student advising and curriculum assessments. Applicants must hold a post-graduate degree or diploma in a relevant discipline or equivalent professional experiences. Demonstrated excellence, with at least five years professional experience as a film or video maker is essential, as is teaching experience in a post-secondary film program. An ability to contribute to the teaching of courses in screenwriting and/or history and theory would be an asset. Salary and rank are commensurate with experience and qualifications. Applications, with CV and three letters of reference, should be sent to: Prof. Peter Morris, Interim Chair, Department of Film & Video, Room 222, Centre for Film and Theatre, York University, 4700 Keele Street, North York, Ont. M3J 1P3. Deadline for applications is Feb. 9, 1996. This appointment is subject to budgetary approval. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

The University of Auckland New Zealand

Lectureship/Senior Lectureship in Sports Science (Motor Control)

Sports Science Programme
Division of Science & Technology
Tamaki Campus

Vacancy UAC.666

The Tamaki Campus is the rapidly expanding second campus of The University of Auckland, established in 1991.

Its Sports Science programme leads to BSc or BSc(Hons) degrees, and MSc and PhD programmes are also available. The successful applicant will be expected to contribute to the second and third year papers and to work with other staff to develop the fourth year papers. All motor control, exercise physiology, biomechanics, ergonomics and rehabilitation papers include a laboratory component which focuses on the measurement, analysis and evaluation of human performance.

Applicants should have a Doctoral qualification with research and teaching strengths in motor control. A record of publications in internationally refereed journals would be an advantage, as would a demonstrated ability to attract external research grants. The successful applicant would be encouraged to pursue research in a multidisciplinary environment with, for example, exercise physiologists, biomechanists and psychologists. Applicants with an interest or experience in a particular sport should state this in their application.

Commencing salary will be established within the ranges NZ$42,500 - NZ$51,500 per annum (Lecturer) or NZ$54,750 - NZ$63,500 per annum (Senior Lecturer).

Closing date: 31 January 1996.

Lectureship in Geography

Geographical Information Systems
Department of Geography

Vacancy UAC.677

The Department of Geography provides a progression of courses at undergraduate and graduate levels with a focus on Geographic Information Technology. The Department is also active in research on Geographic Information Systems. Both programmes have established technical support. Commitment to GIS is growing with the Department-based development of an interdisciplinary University Centre for Geographic Information Studies. This position will be associated with these developments and carries with it opportunities for external consultancy.

Applicants must have a PhD degree or equivalent and demonstrated abilities in research and teaching in GIS. Preference will be given to applicants with strengths in GIS applications in at least one sub area of Geography. Additional interests in spatial would be an advantage.

Commencing salary will be established within the range NZ$42,500 - NZ$51,500 per annum.

Closing date: 18 March 1996.

Conditions & Procedures for Both Vacancies

Further information, Conditions of Appointment and Method of Application should be obtained from the Academic Appointments Office, The University of Auckland, Private Bag 92019, Auckland, New Zealand, phone 64-9-373 7999 ext 5097, fax 64-9-373 7023. **Three copies** of applications should be forwarded to reach the Registrar by the closing date specified.

Please quote the relevant Vacancy Number in all correspondence.

W B NICOLL, REGISTRAR

The University of Auckland
New Zealand

The University has an equal opportunities policy and welcomes applications from all qualified persons

FOODS & NUTRITION

UNIVERSITY OF MANITOBA — Department of Foods and Nutrition. Applications are invited for a tenure-stream appointment at the Assistant Professor level, commencing July 1, 1996. A PhD in human nutrition or a related discipline, and eligibility for membership in The Canadian Dietetic Association are required. Preference will be given candidates having clinical or dietetic experience. The successful candidate must be committed to the dietetics profession and is expected to contribute to the undergraduate program by teaching courses in clinical nutrition and dietetics. Likewise, the successful candidate will be expected to develop an active, independent, practice-based research program that is externally funded. The current salary range for this position is $35,328 to $45,575. The University of Manitoba encourages applications from qualified women and men, including visible minorities, aboriginal people, and persons with disabilities. The University offers a smoke free environment save for specifically designated areas. In accordance with Canadian immigration requirements, this advertisement is directed at Canadian citizens and permanent residents. The closing date for receipt of applications is January 31, 1996. Applicants should send a curriculum vitae, transcripts and research objectives, and request that three confidential letters of recommendation be sent to: Dr. Bruce E. McDonald, Acting Head, Department of Foods and Nutrition, University of Manitoba, Winnipeg, MB Canada R3T 2N2; Tel:204-474-8076; Fax:204-261-0372. E-mail: mcdonald@bldghumec.lan1.umanitoba.ca.

FOREST SCIENCES

UNIVERSITY OF BRITISH COLUMBIA — Department of Forest Sciences. The silviculture group in the Forest Sciences Department has expertise in forest ecology, tree physiology, forest genetics, dendrology, and silviculture practices and their linkage to forest management planning. Over the next three to five years we anticipate filling at least three positions in the areas of regeneration silviculture, stand tending, dendrology and tree growth and development. These faculty will collectively include expertise and field experience in applied ecology, methods of stand-level manipulations and silviculture systems. They will be expected to teach undergraduates, supervise graduate students and conduct research. Research areas include: the application of ecological and biological diversity principles across a range of ecosystems and landscapes; the effects of forest and stand dynamics on potential values and uses of forests; determination of silvicultural effects on social, economic and legal issues, and the application of tree physiology and silvics. The Faculty seeks to fill the first of these positions in the next 6-8 months. The position is available on July 1, 1996, and is subject to final budgetary approval. The immediate vacancy is for a tenure track Assistant Professor with an initial responsibility in part to teach regeneration silviculture including silviculture systems. Teaching responsibilities may evolve as additional appointments are made. The University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities. This position is available at a higher level for particularly well qualified candidates from the equity groups. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. Please direct inquiries, and applications consisting of a Curriculum Vitae, the names of three references, and a brief outline of expertise and research interests to Dr. G.F. Weetman, Department of Forest Sciences, University of British Columbia, 270, 2357 Main Mall, Vancouver, B.C. V6T 1Z4; Tel: 604 822-2504; FAX: 604 822-9102; e-mail: gweetman@unixg.ubc.ca. The closing date for applications is February 15, 1996.

FRENCH

L'UNIVERSITÉ DE NOUVEAU-BRUNSWICK — Le Département d'études françaises de l'Université du Nouveau-Brunswick à Fredericton met en concours un poste de professeur-e adjoint-e menant à la permanence. Les candidat-es devront détenir ou être sur le point d'obtenir un doctorat, démontrer des aptitudes de recherche et avoir de l'expérience dans l'un des domaines suivants : enseignement du français écrit, du français langue seconde assisté par ordinateur, développement des programmes d'enseignement du français langue seconde. Les candidat-es devront être capables de travailler dans le cadre d'un laboratoire multimédia. La capacité de donner des cours de littérature européenne ou de sémiotique serait un atout. Date d'entrée en fonction : 1 juillet 1996 (sujet à l'approbation budgétaire). Cette annonce est destinée en priorité aux citoyennes et citoyens canadiens et aux résidentes et résidents permanents. L'Université applique une politique d'équité en matière d'emploi. Date de clôture : 1 février 1996. Veuillez faire parvenir curriculum vitae, échantillon de publications et trois lettres de recommandation à : M. Władysław Cichocki, directeur, Département d'études françaises, Université du Nouveau-Brunswick, C.P. 4400, Fredericton, N.-B., Canada E3B 5A3.

GEOGRAPHY

UNIVERSITY OF BRITISH COLUMBIA — Department of Geography. Applications are invited for a tenure-track position as Assistant Professor commencing July 1, 1996. The successful candidate is expected to be a cultural/political geographer undertaking research on Asia/Latin America focusing on geographical aspects of one or more of the following: gender and development, human ecology, the cultural politics of nature, environment and economic change, post-colonialism and urbanism. The successful candidate should have completed a PhD at the time of appointment, have relevant language skills and an active programme of research in one of the regions identified above. The appointee will teach undergraduate and graduate courses. A commitment to high quality teaching is essential. Send a personal resume including the names, addresses and fax numbers of three referees to: Dr. T.G. McGee, Department of Geography, 1984 West Mall, University of British Columbia, Vancouver, BC V6T 1Z2. Telephone: (604) 822-6702. Deadline for receipt of applications is February 1, 1996. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. UBC welcomes all qualified applicants, especially women, aboriginal peoples, visible minorities, and persons with disabilities. Appointment may be considered at a higher rank for a woman with exceptional qualifications.

HEALTH & SOCIETY

YORK UNIVERSITY, Faculty of Arts, Division of Social Science seeks candidates for a, rank open, tenure stream appointment in the political economy of illness and health care. PhD or equivalent a required. Applicants must have demonstrated research interests in health studies and must also be able to teach courses that provide a critical, interdisciplinary perspective on at least one of the following: 1. Social determinants of health and illness; 2. Alternative health care; 3. Restructuring of health systems; 4. The impact of socio-political transformations on health, illness and healing. The Division of Social Science offers general education courses to undergraduate students as well as an honours B.A. in health and society. In addition to teaching duties, the successful candidate will be expected to participate in the administration of the health and society programme and to show initiative in the development of health studies at York. The position and rank are subject to budgetary approval. Applications with curriculum vitae and names of three referees should be sent to: John Hutcheson, Chair, Division of Social Science, S757 Ross Building, York University, North York, Ontario M3J 1P3. Candidates should request their referees to send letters of reference directly to the chair. Deadline for applications is January 22, 1996. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens or permanent residents of Canada. This position is subject to budgetary approval.

HISTORY

UNIVERSITY OF NEW BRUNSWICK — The Department of History at the University of New Brunswick in Fredericton invites applications for a probationary (tenure-track) position in art history/history of visual culture, effective July 1, 1996. The appointment will be made at the assistant professor level. Applicants should have completed the PhD and show promise of excellence in teaching and scholarly research. All research specialties within the field will be considered. The successful applicant will be expected to develop and teach a broad range of primarily undergraduate courses directed to majors and honours students in history, to students pursuing the B.A. minor in fine arts, and to students from other faculties and departments. Application, curriculum vitae, information on the applicant's teaching experience and approaches, and three confidential letters of reference should be sent to Prof. Steven Tuner, Chair, Department of History, University of New Brunswick, P.O. Box 4400, Fredericton, N.B., E3B 5A3. Further information about the position may be obtained by writing to the same address. The deadline for receipt of applications is January 15, 1996. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of Employment Equity.

UNIVERSITY OF TORONTO — Early Modern British History. The Department of History, University of Toronto invites applications for a tenure-stream appointment at the rank of assistant professor in the field of Early Modern British History (1500-1800), area and period open, effective 1 July 1996. Applicants must have completed a PhD and show promise of excellence in teaching and scholarly research. The appointment will be responsible for teaching an undergraduate survey course and more specialized courses in the field. Applicants who can teach appropriate areas of British Empire History are encouraged to apply. Salary will be commensurate with experience. Send applications, a curriculum vitae, and ask three referees to write letters to Professor R.C. Brown, Chair, Department of History, University of Toronto, 100 St. George Street, Room 2074, Toronto, Canada, M5S 1A1. Applications will close on January 30, 1996. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. In accordance with its Employment Equity Policy, The University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities.

UNIVERSITY OF TORONTO — Samuel J. Zacks Chair of Jewish History. The Department of History at the University of Toronto invites applications for the appointment to the Samuel J. Zacks Chair of Jewish History, effective 1 July 1996. The appointee will be a distinguished scholar holding a tenured appointment at the rank of senior associate or full professor, with a strong record of research and publication in his/her field and demonstrated excellence in teaching in the undergraduate and graduate level. The appointment will be in the field of European Jewish History, area and period open. The appointee will be expected to offer an undergraduate survey course in European Jewish History as well as more specialized courses. Salary will be commensurate with experience. Send applications, a curriculum vitae, and ask three referees to write letters to Professor R.C. Brown, Chair, Department of History, University of Toronto, 100 St. George Street, Room 2074, Toronto, Canada, M5S 1A1. Applications will close on January 30, 1996. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visi-

University of Alberta
Edmonton

Department of Oral Health Sciences

Four Tenure Track Positions

The University of Alberta, Department of Oral Health Sciences, Faculty of Medicine and Oral Health Sciences, invites applications for four tenure track positions in the areas of (1) oral microbiology, (2) anatomy (head and neck focused), (3) oral epidemiology, and (4) biomaterials. Preferences will be given to candidates who have demonstrated potential for or who have achieved a successful research career. Candidates will be expected to apply for research salary support funding from an external agency as part of the selections process. Appointment will be made in the appropriate department within the Faculty of Medicine and Oral Health Sciences. The person must hold an PhD or equivalent degree and a DDS, DMD, or MD degree(s). Candidates should forward their *curriculum vitae*, outlines of their research interests, and names of three references to:

Dr. G. Wayne Raborn
Associate Dean
3036 Dentistry Pharmacy Centre
University of Alberta
Edmonton, AB T6G 2N8

Closing date is March 1, 1996. Starting date is flexible but is targeted as July 1, 1996.

The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

UNIVERSITY OF SASKATCHEWAN

Faculty Position Electrical Engineering

This position is sponsored by TRLabs (an applied research organization with laboratories currently in Edmantan, Calgary, Saskataan, Regina and Winnipeg). Substantial support for research and student awards are available from TRLabs in addition to other granting agencies. More detail about TRLabs can be obtained at (306) 668-8201 or *http://saskweb.trlabs.ca*.

The Position: The successful candidate is expected to conduct research in the telecommunications area and to supervise graduate students. The teaching assignment will be one-half the normal faculty duties and the development of new classes is encouraged. The Department has approximately 200 undergraduate students, 70 graduate students and excellent research facilities.

The Person: Candidates should have an earned PhD and demanstrated research in advanced telecommunication systems and networks. Industrial and/or real time systems experience will be considered an asset.

Salary: Appointment will be to a permanent, nan-tenure-track position at the assistant or assaciate professar level. Salary and benefits will commensurate with those of a tenure-track position.

Closing Date: **January 15, 1996** (Expected appointment date is May 1, 1996)

Apply ta (along with a Curriculum vitae, a list af three references and a statement af research interest):

Dr. H.C. Wood, Heod, Dept. of Electrical Engineering, University of Saskatchewan, Saskotoon, Canoda, S7N 5A9.

INSTRUCTIONAL DESIGN CONSULTANT

You are challenged to effectively manage learning resource projects to identify suitable instructional methods, to design and evaluate educational materials and to support educators in aging and health. During this 12-month period you will also assist the Educational Centre for Aging and Health in disseminating innovative clinical/educational initiatives and in promoting the education of health care providers in gerontology and geriatrics. You require a postgraduate degree related to instructional design and a track record of effective working relationships and achievements in instructional resource design.

Please apply in writing by January 31/96 to: Dr. A.S. Macpherson, Director, Educational Centre for Aging and Health, Faculty of Health Sciences, Chedoke Hospital, Building 74, McMaster University, 1200 Main Street West, Hamilton, Ontario, L8N 3Z5; Fax (905) 318-6556.

McMaster University is committed to employment equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities and women. In accordance with Canadian immigration requirements priority will be given to Canadian citizens and permanent residents of Canada. Only those candidates selected for interview will be acknowledged.

McMASTER UNIVERSITY

ble minorities, aboriginal peoples and persons with disabilities.

UNIVERSITY OF TORONTO — Modern British History. The Department of History, University of Toronto invites applications for a tenure-stream appointment at the rank of assistant professor in the field of Modern British History (1800 to the present day), area and period open, effective 1 July 1996. The appointment is subject to budgetary approval. Applicants must have completed a PhD and show promise of excellence in teaching and scholarly research. The appointment will be responsible for teaching an undergraduate survey course and more specialized courses in the field. Applicants who can teach appropriate areas of British Empire History are encouraged to apply. Salary will be commensurate with experience. Send applications, a curriculum vitae, and ask three referees to write letters to Professor R.C. Brown, Chair, Department of History, University of Toronto, 100 St. George Street, Room 2074, Toronto, Canada, M5S 1A1. Applications will close on January 30, 1996. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. In accordance with its Employment Equity Policy, The University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities.

HISTORY & CLASSICS

UNIVERSITY OF ALBERTA: The Department of History and Classics, University of Alberta, invites applications for a tenure-stream appointment at the junior Assistant Professor level in the area of nineteenth- and twentieth-century German history, preferably after 1871. The successful candidate also will be expected to teach an introductory course in modern world history. Demonstrated excellence in teaching and research is essential; a PhD is required prior to issuance of a contract. The appointment will commence on 1 July 1996, conditional on funds being made available. The current salary floor for an Assistant Professor is $39,230. In accordance with Canadian immigration requirements, this advertisement is directed at Canadian citizens and permanent residents. A letter of application, a curriculum vitae, university transcripts, and representative samples of written work are required. In addition, three referees should be asked to send confidential letters of appraisal to Ms. Louise Jenkins, Secretary to the Hiring Committee, Department of History and Classics, University of Alberta, T6G 2H4. Closing date: 15 March 1996. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

HUMAN RIGHTS

THE UNIVERSITY OF OTTAWA invites applications and nominations for the Gordon F. Henderson Chair in Human Rights. The position is normally for a one-year term commencing 1 July 1996. The Chair is located in the Human Rights Research and Education Centre at the University of Ottawa which was created in 1981 and pursues the goal of human rights research, education and promotion in Canada and internationally. The Gordon F. Henderson Chair in Human Rights is central to the University's efforts to support research and education on critical human rights issues, and serve the needs of students, scholars and institutions both Canadian and international for human rights research, analysis and education. The Chairholder should be an innovative scholar who is capable of expanding the field of research knowledge in the human rights area. Duties of the Chairholder could include teaching a human rights course, developing and/or implementing a research or education project of major proportions and giving special lectures to the University and larger community in the area of the Chairholder's area of expertise. The University of Ottawa is a bilingual institution (French and English) and ability to function in English and French is an asset which will be considered in the selection of the Chair. Employment Equity is a University policy. The University strongly encourages applications from women. Application deadline: March 1, 1996. Applications including a curriculum vitae, the name of three potential referees and any other supporting documents attesting to excellence in research and teaching in the area of human rights must be sent to: Dr. Bernard Philogène, Vice-Rector, University of Ottawa, Tabaret Hall, 550 Cumberland Street, Ottawa, Ontario K1N 6N5.

L'UNIVERSITÉ D'OTTAWA fait un appel de candidatures et de mises en candidature pour la chaire Gordon F. Henderson des droits de la personne. Ce post est normalement pour une période d'un an, à compter du 1er juillet 1996. La chaire est située au Centre de recherche et d'enseignement sur les droits de la personne de l'Université d'Ottawa qui a été créé en 1981 et qui se consacre à la recherche, à l'enseignement et à la promotion des droits de la personne au Canada et sur le plan international. La chaire Gordon F. Henderson des droits de la personne joue un rôle essentiel en ce qui concerne les efforts déployés par l'Université pour appuyer la recherche et l'enseignement portant sur des questions fondamentales dans le domaine des droits de la personne et pour répondre aux besoins de la population étudiante, des universitaires et des institutions, aussi bien du Canada que de l'étranger, qui font de la recherche et de l'enseignement dans le domaine des droits de la personne. Le ou la titulaire de la chaire devrait être un chercheur innovateur ou une chercheuse innovatrice qui est capable de faire avancer la recherche dans le domaine des droits de la personne. Les fonctions du ou de la titulaire de la chaire consistent, entre autres, à enseigner un cours sur les droits de la personne, à élaborer et/ou à mettre en oeuvre un important projet de recherche ou d'enseignement et à présenter des communications à des conférences dans son champ d'expertise devant la communauté universitaire et la communauté en général. L'Université d'Ottawa est une institution bilingue (français et anglais). La capacité de travailler en français et en anglais est un des critères de sélection. L'université a une politique d'équité en matière d'emploi. L'Université encourage fortement les femmes à poser leur candidature. La date limite pour poser sa candidature est le 1er mars 1996. Prière d'envoyer sa demande, accompagnée d'un curriculum vitæ, du nom de trois répondants et de tout autre document justificatif attestant de l'excellence en recherche et en enseignement dans le domaine des droits de la personne, à: Bernard Philogène, Vice-recteur, Université d'Ottawa, Pavillon Tabaret, 550, rue Cumberland, Ottawa (Ontario) K1N 6N5.

INFORMATION & COMMUNICATION

UNIVERSITÉ LAVAL — Professeur, professeure en communication publique, 4 postes. Description des postes: Enseignement en journalisme, relations publiques, publicité sociale ou en méthodes de recherche en communication; Développement de l'enseignement relatif aux pratiques professionnelles en communication publique; Recherche sur les pratiques professionnelles en communication publique et encadrement d'étudiants et d'étudiantes à la maîtrise; Participation aux instances pédagogiques et administratives du Département d'information et de communication. Critères de sélection: Doctorat en communication ou dans une discipline connexe, ou l'équivalent; Expérience de la recherche en communication publique; Expérience des pratiques professionnelles en communication; Compétences en méthodes de recherche et de travail partenariales; Capacités pédagogiques. Entrée en fonction: le ou vers le 1er juin 1996. Candidature: au plus tard le 15 janvier 1996. Les personnes intéressées doivent faire parvenir leur curriculum vitæ, une lettre fournissant des détails sur leurs recherches en cours, leur expérience pédagogique, leurs capacités d'intégration ainsi que deux lettres de référence à: Guy Paquette, directeur, Département d'information et de communication, Faculté des arts, Université Laval, Cité universitaire, Québec (Québec) G1K 7P4. En vertu de son Programme d'accès à l'égalité, l'Université Laval entend consacrer la moitié de ses postes vacants à l'engagement de femmes. En accord avec les exigences du ministère de l'Immigration du Canada, cette offre est destinée en priorité aux citoyennes et citoyens canadiens et aux résidentes et résidents permanents du Canada.

LAW

UNIVERSITY OF WINDSOR — The Faculty of Law, University of Windsor, has a half-time tenure-track position at the Assistant or Associate Professor level, commencing July 1, 1996. This appointment is subject to budgetary approval. Suitable candidates will have a graduate degree in law or in a related discipline, and practice or equivalent experience beyond first degree. As an all academic positions, a demonstrable record or potential for scholarship and research, as well as a commitment to teaching, are expected. The successful candidate will be expected to teach in the first year program and in other areas where there is high demand. She may also be responsible for the initiation of professional development programs on behalf of the Faculty. The University of Windsor is committed to employment equity and welcomes applications from Aboriginal Peoples, persons with disabilities and members of visible minorities. Applications from women are particularly encouraged. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. The Faculty has an innovative program of studies and pursues scholarly interests in Access to Justice and Canada/U.S. legal issues. The Faculty has approximately 430 students and sponsors the following community projects: Community Legal Aid, Legal Assistance of Windsor, Dispute Resolution Institute of North America. The School is also the home of the Canadian American Research Centre, Intellectual Property Law Institute, and the Centre for Law in Aid of Development, and publishes The Windsor Yearbook of Access to Justice and The Windsor Review of Law and Social Issues. Applications will be accepted until February 15, 1996. Applicants should forward a curriculum vitæ and arrange to have three letters of reference sent to: Neil Gold, Faculty of Law, University of Windsor, Windsor, Ontario, N9B 3P4; FAX: (519) 973-7064

LINGUISTICS

SIMON FRASER UNIVERSITY — Linguistics Department. Applications are being accepted for a tenure-track position at the rank of assistant or associate professor, for appointment commencing September 1, 1996, subject to final approval of funding. The successful candidate will be expected to assume a leadership role of the University's new computerized Language Laboratory, which is being developed to promote innovative approaches to language learning in the University, especially through developing facilities employing new instructional technologies, and to foster ongoing research into second language acquisition at the university level. Candidates should hold a PhD in an area relevant to second language acquisition and maintain an active research program in educational technology as applied to language instruction and learning, as well as have significant experience in second language teaching. Applicants should be thoroughly familiar with recent developments in technologically-assisted language learning, and be prepared to direct the development and implementation of learner-centered systems. Send a letter of application, curriculum vitæ, and sample publications (by January 31, 1996) to: Professor R. Saunders, Chairman, Linguistics Department, Simon Fraser University, Burnaby, B.C. V5A 1S6, Canada [phone:(604) 291-3554, FAX:(604) 291-5659, e-mail: saunders@sfu.ca.] Candidates should arrange for three letters of recommendation to be sent to the Department by the deadline. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. SFU is committed to the principle of employment equity, and offers equal employment opportunities to qualified applicants.

MATHEMATICAL SCIENCES

UNIVERSITY OF ALBERTA — The Department of Mathematical Sciences at the University of Alberta invites outstanding applicants for a tenure-track position in Applied Statistics (File AS-1) at the Assistant Professor level beginning July 1, 1996 at a minimum annual salary of $39,230.00. A PhD degree is required. We are looking for an individual with very strong proven ability or exceptional demonstrated potential for research; excellent communication skills for teaching and consultation; and, enthusiasm and leadership potential for our Statistics Centre and Industrial Internship Programs, our mechanisms for consulting and placing students with the academic, public and private sectors. In accordance with Canadian Immigration requirements, this advertisement is directed at Canadian citizens and permanent residents. Candidates should send a curriculum vitæ, including a list of publications, and arrange for at least three letters of reference to be sent to: S.D. Riemenschneider, Chair, Department of Mathematical Sciences, University of Alberta, Edmonton, Alberta T6G 2G1 Canada. Closing date for applications is March 15, 1996. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

UNIVERSITY OF ALBERTA — The Department of Mathematical Sciences at the University of Alberta invites outstanding applicants for a tenure-track position in Mathematical Finance (File MF-1) at the Assistant Professor level beginning July 1, 1996 at a minimum annual salary of $39,230.00. A PhD degree is required. The successful candidate should have a strong background in modern stochastic calculus and its applications to the mathematics of finance; knowledge of (parabolic) partial differential equations and their numerical solutions as they relate to financial mathematics; a working familiarity with financial theory and terminology as well as knowledge of the market place; and a record of publications in the area of mathematical finance. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Candidates should send a curriculum vitæ, including a list of publications, and arrange for at least three letters of reference to be sent to: S.D. Riemenschneider, Chair, Department of Mathematical Sciences, University of Alberta, Edmonton, Alberta T6G 2G1 Canada. Closing date for applications is March 15, 1996. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

MATHEMATICS

LUTHER COLLEGE, University of Regina. Applications are invited for a term or tenure track position in Mathematics at the Assistant Professor level starting July 1, 1996 subject to budgetary approval. Candidates should have a PhD in Mathematics, a specialty in a mathematical field, demonstrated ability in undergraduate teaching, potential for research, and an interest in the

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Assistant Professor

Social Work

The University of Northern British Columbia is a new Canadian university which opened in September, 1994. UNBC has a regional mandate to serve the northern two thirds of the Province, with regional offices in Prince Rupert, Fort St. John and Quesnel, and a main campus located in Prince George (population 72,000).

We are currently seeking to fill a three year term position, commencing July 1, 1996, for an Assistant Professor in the newly established Social Work Programme, contingent on funding from a Child Welfare Research grant. This programme currently offers BSW and MSW degrees and is situated within an interdisciplinary Faculty of Health and Human Sciences. Education is directed at generalist social work practice in northern and remote areas, a key priority of this programme. Responsibilities include research, administrative duties and community service.

Applicants should have northern and remote practice experience and, without limiting areas of interest or expertise, be qualified to teach in at least two of the following areas: communication skills, cross cultural practice, First Nations social work and field education. An MSW is required, a doctorate is preferred.

Please send a curriculum vitae including qualifications and a description of previous teaching, practice and research experience, as well as three letters of reference, to: **Dr. David Fish, Dean, Faculty of Health & Human Sciences, c/o Director of Human Resources, University of Northern British Columbia, 3333 University Way, Prince George, BC V2N 4Z9 Fax: (604) 960-5545.** The closing date for applications is **March 15, 1996.**

UNBC
UNIVERSITY OF NORTHERN BRITISH COLUMBIA

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Northern British Columbia is committed to employment equity and encourages applications from women, aboriginal peoples, persons with disabilities and members of visible minorities.

ASSISTANT PROFESSOR
DEPARTMENT OF PSYCHOLOGY

The University of Calgary, Department of Psychology invites applications for a tenure-track appointment in Developmental Psychology. Priority will be given to candidates with a specialization in experimental infant or child development in the areas of biological bases, cognition, or sensation/perception.

The following responsibilities reflect the diverse needs of the department: Teach undergraduate and graduate courses in Developmental Psychology; participate in departmental, faculty, and university service activities; and maintain a productive research program.

Candidates should have a Ph.D. in Psychology or equivalent, demonstrated capacity to teach at the undergraduate and graduate levels, and a demonstrated ability to develop and maintain an active research program in developmental psychology.

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary is committed to Employment Equity.

Applications, including a statement of interest, curriculum vitae, recent representative works, and three letters of reference, should be sent by March 31, 1996 to:

Dr. Brian H. Bland, Head
Department of Psychology
University of Calgary, 2500 University Drive, NW
Calgary, Alberta T2N 1N4

THE UNIVERSITY OF CALGARY

The University of Manitoba
Faculty of Education

DIRECTOR OF
BACHELOR OF EDUCATION PROGRAM
WINNIPEG EDUCATION CENTRE

The Faculty of Education of the University of Manitoba invites applications for the position of director of the Bachelor of Education Program at the Winnipeg Education Centre. This will be a contingent appoint at the rank of instructor, assistant professor, or associate professor, with salary commensurate with rank and level of experience.

The Winnipeg Education Centre is funded by the University of Manitoba from annual provincial grants. A major part of the mandate of the Centre is to provide access to post-secondary education for Aboriginals, new Canadians, and other groups from the inner city who are under-represented because of their lack of economic resources. The Centre offers Bachelor's degree programs in social work and in elementary teacher education. About 60 students are enrolled in each of the degree programs. The directorship available is for the Bachelor of Education degree program only.

The director will be responsible for the administration of the Bachelor of Education Program, including recruitment and selection of students, staffing of courses, program planning, and counselling and other support services needed for successful program delivery. The director will report directly to the Dean of the Faculty of Education and work closely with other staff of the Faculty, as appropriate. He or she will develop and maintain viable partnerships with the community and the public schools. Some teaching of B.Ed. courses will be expected as part of the duties of the director. The appointment will be for three years beginning July 1, 1996, and will be contingent on continued funding from the provincial government.

A minimum of a Master's degree in a field related to public education, as well as classroom teaching certification are required. A combination of classroom and administrative experience is desirable, both at the public school and at the university levels. Because of the mandate of the Centre, experience in cross-cultural settings, programs of affirmative action, and equity programs will also be important.

The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal people, and persons with disabilities. The University offers a smoke-free environment, save for specially designated areas. This advertisement is directed to Canadian citizens and permanent residents.

Applications should include a current curriculum vitae and three letters of reference, and should be sent to:

Dr. Kelvin Seifert,
Associate Dean
Faculty of Education
University of Manitoba
Winnipeg, Manitoba R3T 2N2

Closing date for applications will be **Wednesday, January 31, 1996.**

University of Alberta
Edmonton

Dean, Faculty of Education

The University of Alberta invites applications and nominations for the position of Dean of the Faculty of Education. Founded in 1908 the University of Alberta is one of the largest universities in Canada with an enrolment of approximately 29,000 students in undergraduate and graduate programs.

The Faculty of Education provides professional preparation for teachers and graduate study opportunities for those interested in more specialized advanced work in the field of education. Undergraduate programs are available in elementary, secondary and adult education, leading to a four-year BEd degree or a two-year BEd for holders of approved undergraduate degrees. The Faculty has approximately 124 full-time faculty members in four departments: Educational Policy Studies, Educational Psychology, Elementary Education, Secondary Education and the School of Library and Information Studies. Undergraduate enrolment is approximately 3,250 students with approximately 850 graduate students.

The Dean is responsible to the Vice-President (Academic) for the supervision and administration of the academic programs, budget and all activities of the Faculty. Candidates should have a proven administrative ability, well-developed leadership skills and strong academic qualifications in a field of research that enhances the activities of the Faculty.

The appointment will take effect on July 1, 1996 or as soon as possible thereafter. Written nominations or applications, accompanied in the latter case by a resume of qualifications and experience, and the names of three referees, should be submitted by February 15, 1996 to:

Dr. Doug Owram
Vice-President (Academic)
Third Floor, University Hall
University of Alberta
Edmonton, AB T6G 2J9

The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

The University College of the Cariboo Invites Applications for the Following Full-time Faculty Position

WILDLIFE BIOLOGIST

Department of Forestry and Natural Resource Science

Duties: Applicants should have a strong background in wildlife ecology and management and be qualified to instruct upper level wildlife and related natural resource management courses. The successful applicant will instruct in an innovative, unique Bachelor's degree program which is designed to graduate students with a broad understanding of the ecology, management, and land use planning issues for a wide range of natural resource sectors.

Qualifications: Ph.D., teaching experience, and the ability to conduct a modest research program are required.

Starting Salary Range: $38,490-$53,722 **Start Date:** August 1, 1996

Closing Date for Application: February 15, 1996

Please quote **Competition #95-098** on correspondence. Please provide your curriculum vitae, the names of three referees, samples of your scholarly work, student evaluations, and graduate transcripts. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens or legal residents of Canada. The University College of the Cariboo is committed to the principle of employment equity: **Ms. Irene Bazell, Human Resources Officer, Human Resources Division, UCC, Box 3010, Kamloops, B.C. V2C 5N3.** We wish to thank all applicants, however, only those under consideration will be contacted.

CLASSIFIEDS

smaller context of a Christian College federated with the University of Regina. Responsibilities include teaching, research, academic counselling, and College and University committee work. Applications, including a curriculum vitae outlining disciplinary interests, teaching experience, a list of publications, and three letters of reference, should be sent to Dr. Bryan Hillis, Academic Dean, Luther College, University of Regina, Regina, Saskatchewan, S4S 0A2. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Luther College is committed to employment equity and encourages applications from all qualified candidates including women, aboriginal people, visible minorities and people with disabilities. Deadline for applications is Feb. 15, 1996.

MEDICAL GENETICS

THE UNIVERSITY OF ALBERTA — Department of Medical Genetics invites applications from outstanding, highly motivated scientists investigating any aspect of molecular genetics and biology relating to human disease or animal models, for two to four faculty positions. Appointments are primarily expected to be made at the level of Assistant Professor (current salary range $39,230 to $55,526), but more senior positions may be available depending on the qualifications and experience of the candidates. Funding is available for an initial 3-year period, and successful candidates will also be required to submit an early application for external competitive funding. The Department of Medical Genetics is a new department currently with nine faculty members, and will occupy newly remodeled and equipped space, which includes research laboratories and a complete clinical service. The Department is affiliated with the Genetic Disease Network, Network of Centers of Excellence. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The closing date for applications is February 15, 1996 and the anticipated starting date for the position is July 1, 1996. Candidates are invited to submit their curriculum vitae, outlines of their research interests and names of three references to: Chair, Department of Medical Genetics, Faculty of Medicine, University of Alberta, 2J2.00 Walter C. Mackenzie Health Sciences Centre, Edmonton, Alberta T6G 2R7. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

MEDICINE

UNIVERSITY OF ALBERTA — The Department of Medicine in the Faculty of Medicine at the University of Alberta invites applications for the position of Assistant ($39,230-$55,526) or Associate ($48,736 - $69,664) Professor. We are looking for a molecular biologist who will complement our strengths in the studies of insulin/arbin/glucose transport as they pertain to diabetes at the cellular level. Applicants should have a PhD and proven record of research achievement and should be eligible to apply for external salary support. The successful candidate will be eligible for a cross-appointment in a basic science department. The candidate should have an independent research program but will be expected to develop collaborative interactions with clinicians, basic scientists, and other members of the Muttart Diabetes Research and Training Centre. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please send a curriculum vitae, names and addresses of three referees and a letter outlining research interests to Dr. Jody Ginsberg, Division of Endocrinology and Metabolism, Department of Medicine, 362 Heritage Research Medical Centre, University of Alberta, Edmonton, Alberta, Canada T6G 2S2. Deadline for receipt of applications is February 1, 1996. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

MUSIC

MCGILL UNIVERSITY — The Faculty of Music, McGill University, invites applications for a non-tenure track position at the rank of Faculty Lecturer. A completed PhD with some teaching experience is preferred, but those close to completion are encouraged to apply. The position in question will involve extensive teaching of undergraduate theory and musicianship, including the teaching of qualifying year theory courses for graduate students. The position is subject to annual review and may be renewed to a maximum of three years. Current base salary is $33,000, and the appointment commences September 1, 1996. Applicants should submit a curriculum vitae and arrange to have three letters of reference sent to: Prof. Bruce Mworgan, Chair, Department of Theory, Faculty of Music, McGill University, 555 Sherbrooke Street West, Montreal, QC H3A 1E3. The application deadline is March 1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment.

YORK UNIVERSITY — Department of Music. Applications are invited for a full-time tenure-track appointment at the assistant professor level, effective July 1, 1996. Of particular interest are candidates who combine professional standing in an academic specialty with professional standing in performance teaching and ensemble direction. Areas of performance may include: jazz; choral; non-western traditions; and wind symphony. Academic specialties may include: theory; twentieth-century music; ethnomusicology; jazz studies; musical science; and engineering. Applicants should hold a doctoral degree or equivalent. The successful candidate will be expected to provide leadership in large undergraduate class/ensemble instruction, to maintain an active program of scholarly/professional work, and to contribute to the graduate program. Salary: Commensurate with qualifications and achievements of the candidate. Applications, with CV and the names and addresses of three referees, should be sent to: Prof. Robert Witmer, Chair, Department of Music, Faculty of Fine Arts, York University, 4700 Keele Street, North York, Ont. M3J 1P3. Deadline for applications is Feb 10, 1996. This appointment is subject to budgetary approval. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF TORONTO — Position in Musicology. Applications are invited for a musicology position. Qualifications: The candidate should have a completed PhD in musicology, and university level teaching experience. The area of specialization sought is music of the Renaissance and/or Early Baroque. Experience with historical performance ensembles and/or an interest in societal aspects of music are desirable. Evidence of scholarly potential, including publications, should be provided. Duties: Teach undergraduate and graduate courses in music history and musicology, and other courses as appropriate to the candidate's training and experience. Rank: Assistant Professor, tenure-stream. Salary: Negotiable. Current rank minimum is $38,200. Start date: July 1, 1996. Application closing date: February 1, 1996. Applicants should send a curriculum vitae, samples of their scholarly papers and/or articles, and arrange to have three letters of reference sent to: Prof. Robert Falck, Acting Dean, Faculty of Music, University of Toronto, Toronto, ON M5S 1A1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. In accordance with employment equity policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities.

UNIVERSITY OF TORONTO — Position in Theory and Composition. Applications are invited for a composition professor. Qualifications: The candidate should have teaching experience at the university level and substantial productivity as a composer; experience, including publications, in music theory is desirable. A doctoral degree is required. Duties: Teach undergraduate and graduate courses in composition, music theory and other courses as appropriate to the candidate's training and experience. Rank: Assistant Professor, tenure-stream. Salary: Negotiable. Current rank minimum is $38,200. Start date: July 1, 1996. Application closing date: February 1, 1996. Applicants should send a curriculum vitae, samples of their composition, and arrange to have three letters of reference sent to: Prof. Robert Falck, Acting Dean, Faculty of Music, University of Toronto, Toronto, ON M5S 1A1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. In accordance with employment equity policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities.

YORK UNIVERSITY — Musical Director — Opera Division. Applications are invited for the Musical Director of the Opera Division, Faculty of Music, University of Toronto. Qualifications: the candidate should have a substantial professional background in opera. Experience working with singers in operatic training programs is desirable. Qualified applicants will have a comprehensive knowledge of operatic repertory, the ability to work in English, French, German and Italian and an advanced standard of keyboard proficiency. Duties: Administrative and artistic supervision of the Faculty's opera programs; solo and ensemble coaching; choral and orchestral direction; conducting/playing of concerts and productions. Rank: Associate Professor, tenure stream. Salary: Negotiable. Current rank minimum is $46,800. Start date: July 1, 1996. Application closing date: February 1, 1996. Applicants should send a curriculum vitae, supporting documentation in the form of publications, reviews, audio and video tapes, and arrange to have three letters of reference sent to: Prof. Robert Falck, Acting Dean, Faculty of Music, University of Toronto, Toronto, ON M5S 1A1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. In accordance with employment equity policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities.

NEUROLOGY

UNIVERSITY OF BRITISH COLUMBIA — The Division of Neurology and neurodegenerative Disorders Centre invite applications for a full-time, grant-tenure track position in the area of research on neurodegenerative diseases. An FRCP(C) or equivalent is a prerequisite for this position. The candidate should be a physician trained in clinical neurology. At least two years of experience in Position Emission Tomography is desirable. The anticipated start date is July 1, 1996. This position is subject to final budgetary approval. Salary will be commensurate with qualifications and experience. Please submit a letter of application, a CV, a statement of areas of expertise and strengths and the names of three referees no later than January 31, 1996 to: Dr. G.B. John Mancini, Eric W. Hamber Professor and Head, UBC Department of Medicine, Vancouver Hospital and Health Sciences Centre, 950 W. 10th Avenue, Vancouver, BC V5Z 4E3. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. UBC welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities.

NURSING

ST. FRANCIS XAVIER UNIVERSITY — Bachelor of Science (Nursing) Program. Applications are invited for a tenure-track position beginning September 1, 1996. Salary and rank will be commensurate with qualifications and experience. St. Francis Xavier University offers a four-year, integrated, undergraduate B.Sc.N. program; a part-time, post-diploma baccalaureate program by distance education; and an innovative certificate program in continuing care which focuses on community based practice via distance education for Post R.N. students. Initial teaching responsibilities will be with the on-campus, B.Sc.N. program. Opportunity is also available for teaching in the distance education programs. Minimum academic preparation and qualifications include a Master's degree in Nursing, a doctorate in nursing, teaching experience at the undergraduate level, a strong practice focus in community health, and mental health or gerontology, evidence of research and scholarly productivity, and eligibility for registration with the Registered Nurses Association of Nova Scotia. The applications deadline is March 1, 1996. Applicants please submit a cover letter, curriculum vitae, a copy of current registration, and the names of three referees, including most recent employer to: Dr. Angela Gillis, Chair, Department of Nursing, St. Francis Xavier University, Box 5000, Antigonish, N.S. B2G 2W5; Fax (902) 867-2389. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. St. Francis Xavier University is committed to employment equity.

NUTRITIONAL SCIENCES

MCGILL UNIVERSITY — Human Nutritional Sciences. The School of Dietetics and Human Nutrition, McGill University is offering a tenure track position in Human Nutritional Sciences, available July 1, 1996. The School offers undergraduate training in both Dietetics and Human Nutrition, as well as graduate training in Nutrition, and has research strengths in basic and applied nutrition areas. The position involves research, teaching fundamental nutrition/food service at both undergraduate and graduate levels, as well as other general faculty duties. Applicants must hold a PhD or equivalent degree in nutritional sciences and have post-doctoral experience. Preference will be given to applicants with a background in food service systems management or a related area, and eligibility for membership in professional dietetic associations. Interested applicants should send curriculum vitae, statement of research direction and copies of relevant publications; and arrange for at least three letters of reference from individuals qualified to judge research, teaching and professional abilities. Letters should be sent to: Dr. Peter J.H. Jones, Associate Professor and Director, School of Dietetics and Human Nutrition, Macdonald Campus of McGill University, 21, 111 Lakeshore Road, Ste-Anne-de-Bellevue, Quebec H9X 3V9. Closing date for receipt of applications is when a suitable candidate is recruited. Macdonald Campus of McGill University is situated 35 kilometres west of downtown Montreal. In accordance with Canadian Immigration requirements, this position is offered in the first instance to Canadian citizens and permanent residents. The language of instruction at McGill University is English. McGill University is committed to equity in employment.

OBSTETRICS & GYNECOLOGY

UNIVERSITY OF SASKATCHEWAN — Department of Obstetrics and Gynecology invites applications for the position of Assistant Professor in the following subspecialties: Maternal Fetal Medicine; Reproductive Endocrinology and Infertility; Gynecologic Oncology. The Department of Obstetrics and Gynecology is located at Royal University and Saskatoon City Hospitals, which are teaching hospitals in Saskatoon District Health. We seek clinicians who have experience in teaching and research. There are 7 full-time faculty, 15 part-time obstetrician/gynecologists faculty and 68 other part-time clinicians who are members of the Department. Candidates must be certified specialists in Obstetrics and Gynecology with subspecialty training in Maternal Fetal Medicine, Reproductive Endocrinology and Infertility and Gynecologic Oncology and be eligible for licensure in the province of Saskatchewan. Salary and academic rank will be commensurate with experience and qualifications. These are tenure track positions. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Saskatchewan is committed to the principles of employment equity and encourages applications from all qualified individuals. Applications accompanied by a detailed Curriculum Vitae and the names of three references should be forwarded by February 15, 1996 to: Dr. Roger W. Turnell, Head, Department of Obstetrics and Gynecology, Royal University Hospital, 103 Hospital Drive, Saskatoon, Saskatchewan S7N 0W8.

OCEANOGRAPHY

DALHOUSIE UNIVERSITY — Applications are sought for a physical oceanographer to work with a Canada-wide group of oceanographers developing a high-resolution numerical model of the North Atlantic. This model is intended for use as a community-based model. The tasks will include: developing, modifying and testing models, performing model runs as requested by the users, setting up facilities to make remote access and plotting of model output easier, and advising the project management regarding the feasibility and prioritization of user requests. The successful candidate will have a recent Ph.D. or M.Sc degree in physical oceanography and experience in developing/modifying numerical codes for ocean circulation models. Familiarity with and ability to function within a networked Unix environment is expected. Demonstrated communication skills are essential. The project is based in Halifax, Nova Scotia, Canada, and is planned for a period of 3-4 years beginning early in 1996. Appointment would be for a period of one year initially, with the possibility of re-appointment. Salary will be commensurate with qualifications and experience, and some relocation expenses will be reimbursed. Please send a notice of application and the names, address, phone, fax, and email of three references to: Dr. Dan Wright, Physical and Chemical Sciences, Bedford Institute of Oceanography, Box 1006, Dartmouth, N.S. B2Y 4A2, Canada. Applications will be considered beginning Dec. 31, 1995 and will be received until the position is filled. Dalhousie University is an Employment Equity/Affirmative Action Employer. The University encourages applications from qualified women, aboriginal peoples, visible minorities and persons with disabilities.

OUTDOOR RECREATION, PARKS & TOURISM

LAKEHEAD UNIVERSITY — The School of Outdoor Recreation, Parks and Tourism at Lakehead University invites applications for one probationary (tenure-track) appointment com-

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The University of Manitoba

LINGUISTICS

Biological and Physical Foundations of Language

The Linguistics Department at the University of Manitoba invites applications for a full-time two-year contingent appointment (from 1 July 1996 to 30 June 1998), subject to budgetary approval, at the rank of Assistant Professor and with salary to depend on qualifications and experience. Teaching duties and MA/PhD supervision will combine one of the core areas of linguistic theory — phonology, morphology, syntax, semantics — with a subject area such as the anatomy of speech production and perception, neurolinguistics, psycholinguistics, first language acquisition, aphasiology, etc. At this time, research specialties are, in principle, open. The completed doctoral degree and an active research programme as well as demonstrated excellence in research and teaching in the combined area of specialisation are required. In keeping with the Department's overall approach, preference will be given to candidates able to demonstrate competence in several theoretical frameworks; in-depth familiarity, both analytical and practical, with a non-Indoeuropean language, and substantial field research experience in a language other than the applicant's own. Experience in both linguistics and speech/language pathology and the ability to take an active and creative role at the interface between the existing pre-professional program in linguistics and an incipient professional M.Sc. program in communicative disorders will be a special asset. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal peoples, and persons with disabilities. The University offers a smoke-free work environment, save for specially designated areas. This advertisement is directed to Canadian citizens and permanent residents. Further details may be requested by e-mail (LINGDPT@CCM.UMANITOBA.CA) or fax (204/275-5781). Applications (including curriculum vitae, offprints, preprints, etc.) and three letters of reference must be sent to reach the Department by **29 February 1996** and should be addressed to: **H.C. Wolfart, Professor & Head, Linguistics Department, University of Manitoba, 514 Fletcher Argue Building, 28 Trueman Walk, Winnipeg, Manitoba R3T 5V5.**

INTERNATIONAL SUMMER INSTITUTE RECRUITING FACULTY & GRADUATE STUDENTS

The Institute of Island Studies at the University of Prince Edward Island, in collaboration with the Institute for Social and Economic Research and the Centre for International Business Studies at Memorial University of Newfoundland is currently accepting expressions of interest for the upcoming SSHRC International Summer Institute, "Looking Beyond the Periphery", scheduled for August 1-10, 1996.

The International Summer Institute is part of an ongoing international project of the Institute of Island Studies which has been bringing together policy makers, business people, community leaders and scholars from both sides of the North Atlantic to discuss comparative economic development strategies in small island jurisdictions.

Interdisciplinary teams of senior and younger scholars will be joined by graduate students from both sides of the North Atlantic in tackling these issues. Specific fields of interest include comparative island studies research, comparative constitutional studies, comparative economic development strategies, and sectoral specialities including fisheries-aquaculture, tourism, small-scale manufacturing and the export of knowledge-based industries.

Organizers are now in the process of developing a programme for the International Summer Institute sessions and creating a list of Canadian graduate students and faculty who may be interested in participating. Applicants are asked to forward a CV, with special reference to any of the research areas indicated above.

Closing Date for Applications: **March 1, 1996**

For more information contact:

The Institute of Island Studies
Attn: Nancy Murphy
Department of Extension
University of Prince Edward Island
550 University Avenue
Charlottetown, PEI
C1A 4P3

VOICE: (902)566-0377; FAX: (902)566-0756;
E-MAIL: iis@upei.ca

Dean of Business
University of Victoria

The University of Victoria invites applications and nominations for the position of Dean of Business.

First established as a School of Business in 1990 and then as a Faculty on 1 July 1995, the Faculty of Business offers B.Com., M.B.A., and Executive programs. The B.Com. program provides students with a broad education in business and the option of concentration in one of the following areas: International Business Management, Entrepreneurship and Small Business Management, Tourism Management, and Hotel and Restaurant Management. The B.Com. program has a required cooperative education campanent. The Faculty has included a strong emphasis in all programs on international business, with stress on the Asia-Pacific region. The M.B.A. program is a multidisciplinary program designed to provide practicing or potential business professionals and managers with analytical expertise and practical knowledge. The Faculty is committed to achieving international leadership in teaching excellence and faculty scholarship.

The Faculty has 27 continuing faculty positions and 20 FTE staff positions. For 1995-96 the projected undergraduate enrolment is 420 FTE and the projected graduate enrolment is 100 FTE.

The successful condidate will be an individual who will provide outstanding academic leadership and vision in the continuing development of the Faculty, maintain and develop innovative programs, possess appropriate administrative ability, and effectively represent the Faculty within the University and to the business community and government.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Victorio is an equity employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal persons.

The oppointment is for a five-year term effective 1 July 1996 or as soon thereafter as possible.

Applications (with the names and complete addresses of three referees) and nominations should be sent to Mr. Jim Lundy, at the address shown at left.

The LANDMARK Consulting Group Inc.

1455 Lakeshore Road
Suite 206-S
Burlington, Ontario
L7S 2J1
Fax: (905) 634-1882

mencing August 1, 1996. Rank and salary will be commensurate with experience and qualifications. Preference will be given to applicants who can contribute to at least two of the following teaching and research areas: parks, interpretation, nature-based tourism, outdoor skills, recreation administration, leisure studies, and leadership. Candidates should have a PhD, successful teaching experience at the university level and demonstrated research ability. Thunder Bay, with its close proximity to a host of world-class parks and wilderness areas, offers unparalleled opportunities for natural resource based recreation. This appointment is subject to final budgetary approval. The closing date for receipt of applications is March 31, 1996. Interested applicants should submit a curriculum vitae, and the names and addresses of three referees to: Dr. H.J. Akerwell, Director, School of Outdoor Recreation, Parks and Tourism, Lakehead University, 955 Oliver Road, Thunder Bay, Ontario, P7B 5E1; (807) 343-8244 (voice); (807) 346-7836 (Fax). In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Lakehead University is committed to employment equity and encourages applications from women, members of visible minorities, aboriginal peoples, and persons with disabilities.

PHARMACY & NUTRITION

UNIVERSITY OF SASKATCHEWAN — Food-service Management. Applications are invited for a 12-month tenure track Assistant Professor position in the Division of Nutrition and Dietetics, College of Pharmacy and Nutrition, effective July 1, 1996. Responsibilities include undergraduate teaching and scholarly research in foods and foodservice management. Practice of professional skills is recognized for tenure and promotion. An advanced degree (doctoral preferred) and experience in foodservice management, plus eligibility for membership in the Canadian Dietetic Association are required. Send curriculum vitae and names of three referees to Dr. Susan Whiting, College of Pharmacy and Nutrition, University of Saskatchewan, 110 Science Place, Saskatoon, SK S7N 5C9. The University is committed to the principles of Employment Equity and encourages applications from people of Aboriginal descent, people with disabilities, members of visible minorities and women. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Applications will be accepted until March 31, 1996 or until the position is filled.

PHILOSOPHY

UNIVERSITY OF ALBERTA — The Department of Philosophy announces up to four sessional (8 month) positions subject to budgetary approval. These are fixed term appointments from September 1, 1996 - April 1997. Area of specialization and area of competence are open, but the Department may have teaching requirements for the coming year in Ethics, Social and Political Philosophy, Philosophy of Mind, Epistemology, Philosophy of Science, Probability and Induction, Logic (including practical and two successive symbolic courses) and Ancient Philosophy. The standard teaching load for a sessional lecturer is five one-semester courses; there are no other administrative or supervisory duties. The salary range is approximately $25,500-$28,500 for candidates with the PhD, depending on experience and qualifications. The Department expects to be making tenurable appointments in Ethics or Social and Political Philosophy in future years. Temporary staff would be eligible to apply for those positions on the understanding that they would not receive preferential treatment in the competition for them. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Complete dossiers including a CV, three letters of recommendation, and a writing sample may be forwarded to: Dr. C. Wilson, Chair, Department of Philosophy, University of Alberta, Edmonton, Alberta Canada T6G 2E5. Deadline for applications: March 1, 1996. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

UNIVERSITY OF VICTORIA — The Department of Philosophy at the University of Victoria invites applications for one or more eight-month sessional appointments at the junior level to begin 1 September 1996, with possibility of renewal, subject to budgetary approval. Candidates must be able to teach introductory philosophy, and some combination of the following: to make a full load; philosophy of religion, moral problems, applied ethics (other than biomedical ethics), history of modern philosophy, medieval philosophy, philosophy of science, philosophy of technology, epistemology, metaphysics. Preference will be given to applicants with a PhD, teaching experience, and a sound research program. The University of Victoria is an employment equity employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal persons. In consideration of the current gender imbalance in the Department, women are especially encouraged to apply. In accordance with Canadian Immigration Requirements, this advertisement is directed to Canadian citizens and permanent residents. Others are encouraged to apply but are not eligible for appointment until a Canadian search is completed and no appointment made. Applications, supported by c.v., should be sent to: Dr. Jeffrey E. Foss, Chair, Department of Philosophy, University of Victoria, P.O. Box 3045, Victoria, B.C. V8W 3P4. Applicants should arrange for three letters of reference to be sent directly to Dr. Foss. Submissions deadline (including letters of reference): 1 March 1996.

THE UNIVERSITY OF REGINA, Department of Philosophy and Classics invites applications for a one-year term appointment (conversion to tenure track possible) at the Assistant Professor level, commencing July 1, 1996. The successful candidate's teaching responsibilities will include courses in Ethical Theory and Applied Ethics, including Biomedical, Professional and Environmental Ethics, as well as introductory courses in Philosophy and Logic. It would be considered an asset if applicants could also offer courses in Aesthetics and Philosophy of Feminism. Qualifications include a completed PhD (or ABD), teaching experience and evidence of research ability. Applicants should send their curriculum vitae, a sample of writing and arrange for the forwarding of three letters of reference and undergraduate and graduate transcripts to: Dr. M. Knuttila, Dean, Faculty of Arts, University of Regina, Regina, Saskatchewan, S4S 0A2. Closing date for applications is March 1, 1996. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The University of Regina is committed to employment equity. This position is subject to budgetary approval.

ST. THOMAS MORE COLLEGE - The Department of Philosophy, St. Thomas More College, University of Saskatchewan, invites applications for a tenure-track position, subject to budgetary approval, effective July 1, 1996. Requirements are a specialization in medieval philosophy, with competence in such areas as Christian philosophy, ethics, and philosophy of science. Interest and experience in interdisciplinary studies will be an advantage. Closing date, Jan. 31, 1996. Rank and salary commensurate with qualifications and experience. Send curriculum vitae, names, addresses and telephone numbers of three references, and samples of written work to Prof. Michael Pennedi, Head, Philosophy, St. Thomas More College, 1437 College Dr., Saskatoon, Sask. S7N 0W6.

BROCK UNIVERSITY — The Department of Philosophy of Brock University invites applications for a tenure track permanent position up to associate professor level, to commence July 1, 1996, subject to budgetary approval. The department is searching for a scholar with primary competence in Eastern Philosophy (preferably Indian philosophy, with a Vedanta or Buddhist focus), coupled with familiarity in contemporary European thought. The applicant is expected to participate in the Graduate Program of the Department. A publication record in addition to teaching experience and a completed PhD is required. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Brock University is an equal opportunity employer, committed to a positive action policy aimed at reducing gender imbalance in faculty. Eligible women candidates are especially encouraged to apply. Applications including a curriculum vitae and three letters of reference should be sent to John R. Mayer, Chair, Department of Philosophy, Brock University, St. Catharines, Ontario, Canada, L2S 3A1. Deadline for applications and receipt of references is March 1, 1996. Fax Number is (905) 688-2788.

PHYSICAL EDUCATION

BROCK UNIVERSITY — The Department of Physical Education is seeking applicants for a tenure track position at the rank of assistant professor, subject to budgetary approval. As the physical education degree program at Brock University focuses on the principles of Rudolf Laban, candidates with a movement education background will be given higher priority. We are seeking candidates with the ability to contribute to the areas of educational gymnastics and/or developmental games, and with expertise in the areas of aging, populations with special needs, and/or exercise physiology. Applicants must have a doctorate (or near completion) and a demonstrated research program. Salary will be commensurate with qualifications an experience. The closing date for applications is Monday, January 29, 1996. Applicants must submit a letter of application, a statement of research interests, a curriculum vitae, and the names of three referees to: Dr. Paulette Côté-Laurence, Chair, Department of Physical Education, Brock University, St. Catharines, Ontario L2S 3A1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Qualified women and men are equally encouraged to apply. Smoking at Brock University is strictly controlled.

PHYSICS

THE UNIVERSITY OF NORTHERN BRITISH COLUMBIA is a new Canadian university which opened in September, 1994. UNBC has a regional mandate to serve the northern two thirds of the Province, with regional offices in Prince Rupert, Fort St. John and Quesnel, and a main campus located in Prince George (population 72,000). The Physics Program at UNBC has created this new postdoctoral position to focus on investigating the dynamics of friction of sliding metal interfaces. Beginning as early as March 1, 1996, this one year position offers the possibility for a second year contingent upon the availability of funding. You must have a strong theoretical background in statistical mechanics and condensed matter physics. Salary is commensurate with experience and will be no less than $23,000 per annum. Please send a curriculum vitae including a description of previous research experience and theoretical training, as well as three letters of reference, to: Dr. M. Shegelski, Physics Program, University of Northern British Columbia, 3333 University Way, Prince George, BC V2N 4Z9 Fax: (604) 960-5545. The closing date for applications is January 31, 1996. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Northern British Columbia is committed to employment equity and encourages applications from women, aboriginal peoples, persons with disabilities and members of visible minorities.

PHYSICS & ASTRONOMY

UNIVERSITY OF VICTORIA — The Department of Physics and Astronomy, University of Victoria, invites applications for a tenure-track position at the rank of Assistant Professor. The position is in the area of astronomy/astrophysics. Applicants are expected to have an established research record and a commitment to undergraduate and graduate teaching in both physics and astronomy. The Department of Physics and Astronomy consists of approximately 24 faculty working primarily in the research areas of astronomy, earth and ocean physics, and particle physics. The Astronomy Group consists of 7 faculty, 5 research associates, 1 senior lab instructor and research assistant, and typically 15 graduate students. The research interests of the group include cosmology, galaxy formation and evolution, large scale structure, Galactic structure, stellar structure and evolution, stellar atmospheres, binary/multiple stars, and astrometry of comets and asteroids. The group operates a network of UNIX workstations for research and teaching purposes. See http://www.physuvic.ca/ for further information. The Astronomy Group benefits from close relations with the nearby Dominion Astrophysical Observatory and its staff, telescopes (1.2m and 1.8m), and instrumentation. Staff and students at the University of Victoria have access to Canadian facilities such as the Canada-France-Hawaii 3.6m Telescope, the James Clerk Maxwell mm/submm Telescope, and, in the future, the Gemini twin 8m telescopes. The University of Victoria is an employment equity employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal persons. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Others are encouraged to apply, but are not eligible for appointment unless a search among qualified Canadian applicants proves unsuccessful. Applications, including a curriculum vitae, publication list, statement of present and future research interests, and the names and addresses of at least three referees, should be sent to: Dr. C.J. Pritchet, Chair, Department of Physics and Astronomy, University of Victoria, P.O. Box 3055, Victoria, BC V8W 3P6 Canada. Applications will be accepted until 15 February 1996, with an intended starting date of July 1, 1996.

PHYSIOTHERAPY

LAVAL UNIVERSITY — The Department of Physiotherapy in the Faculty of Medicine at Laval University, is seeking to fill an academic position by June 1, 1996. The academic rank will be commensurate with the background and experience of the candidate, including the rank of full professor. The candidate must have a bachelor degree or equivalent in physiotherapy with a PhD in this field, or a closely related discipline, and have postdoctoral research experience. The candidate will be expected to develop his/her own research program. Teaching duties will be at the undergraduate and graduate levels. Call or fax for details. Application deadline: April 1, 1996. Address: The Search Committee, Department of Physiotherapy, Faculty of Medicine, Laval University, Quebec (Quebec) Canada G1K 7P4; Tel:(418) 656-2874; Fax:(418) 656-5476.

POLITICAL SCIENCE

YORK UNIVERSITY — Faculty of Arts, Department of Political Science. Applications are invited for a tenure-track appointment at the assistant professor level in International Relations with a specialization in Southeast Asia. Candidates are expected to have a strong record in teaching and publication in multilateralism and regional security. Scholars with additional areas of expertise in issues such as sustainable development, gender, and international relations theory are also encouraged to apply. Appointment to commence July 1, 1996. Requirements: PhD or equivalent. Salary: Commensurate with qualifications. Applicants should send a curriculum vitae, appropriate samples of their scholarship, teaching evaluations, and arrange to have three letters of reference sent to: Professor Harvey G. Simmons, Chair, Department of Political Science, Room 5669 Ross Building, York University, 4700 Keele Street, North York (Toronto), Ontario, Canada, M3J 1P3. This appointment is subject to budgetary approval. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Others are encouraged to apply, but are not eligible for appointment unless a search among qualified Canadian applicants proves unsuccessful. Applications, including a curriculum vitae, publication list, statement of present and future research interests, and the names and addresses of at least three referees, should be sent to: Dr. C.J. Pritchet, Chair, Department of Physics and Astronomy, University of Victoria, P.O. Box 3055, Victoria, BC V8W 3P6 Canada. Applications will be accepted until 15 February 1996, with an intended starting date of July 1, 1996.

PSYCHIATRY

UNIVERSITY OF BRITISH-COLUMBIA — The Department of Psychiatry, University of British Columbia is seeking to recruit an Academic Psychiatrist in the area of Cognitive and/or Interpersonal Therapy or a related field. This is a full time grant tenure track position. The successful applicant will have an established record of achievement in research in the area or a related field as demonstrated by grant awards and published papers. Responsibilities will include undergraduate and graduate teaching as well as some departmental and hospital administration. Salary and rank will be commensurate with qualifications and experience. This position is subject to final budgetary approval. The UBC Department of Psychiatry has excellent research facilities and considerable strengths in basic and clinical research. The successful candidate will have many opportunities for interdisciplinary and collaborative research. Applicants should submit a copy of their curriculum vitae, a brief statement of their current research interest and the names of three references to: Dr. W.J. Livesley, Professor & Head, University of British Columbia, Dept. of Psychiatry, 2255 Wesbrook Mall, Vancouver, B.C. V6T 2A1 by March 15, 1996, with an anticipated start date of July 1, 1996. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. UBC welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities.

PSYCHOLOGY

YORK UNIVERSITY, Atkinson College, Department of Psychology. Applications are invited for a tenure-track position at the assistant professor level, beginning July 1, 1996. Candidates with specialization in Community Mental Health are sought. The position is subject to budgetary approval by the University. Candidates must have a PhD in Psychology, or be near completion, and have a promising publication record and programme of research. Teaching duties associates with this position are primarily at the undergraduate level but may include teaching and research supervision in the Graduate Faculty. Atkinson College is a faculty of York University whose mission is to provide a range of degree programmes for adult students studying on a part-time basis primarily through evening courses and both evening and daytime courses and permanent residents of Canada. Deadline for Applications: March 1, 1996.

ASSISTANT PROFESSOR

The University of Calgary, Department of Geography, invites applications for a tenure-track position in Geographical Information Systems at the Assistant Professor rank, to begin July 1, 1996. A PhD is required for this position. Preference will be given to candidates with additional expertise in economic geography or biogeography. The duties include undergraduate teaching, graduate teaching and supervision, research and university service. The department currently has a faculty of 15 members, and offers undergraduate major and honours programs, and a graduate program leading to the MA, MSc, and PhD degrees.

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary is committed to Employment Equity.

The closing date for applications is February 29, 1996. Applicants should send a letter of application, three letters of reference and a curriculum vitae to:

Dr. S.E. Franklin, Head
Department of Geography
The University of Calgary
2500 University Drive N.W.
Calgary, Alberta T2N 1N4

THE UNIVERSITY OF CALGARY

HEAD, DEPARTMENT OF MICROBIOLOGY & INFECTIOUS DISEASES

The University of Calgary Faculty of Medicine invites applications and nominations for the position of Head of the Department of Microbiology & Infectious Diseases.

We are searching for an outstanding academic individual with an MD and/or PhD or equivalent degree; a strong record of research in microbiology, infectious diseases, or related fields in molecular biology and biochemistry; and proven administrative leadership and abilities. If the successful candidate holds a medical degree and wishes to practice, he/she must be eligible for licensure as a specialist in the Province of Alberta.

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary is committed to Employment Equity.

Applications and nominations, including a curriculum vitae, a statement of research interests and academic goals, and the names of three referees, should be forwarded by January 31, 1996, to:

Dr. E.R. Smith
Dean, Faculty of Medicine
The University of Calgary
3330 Hospital Drive N.W.
Calgary, Alberta T2N 4N1

THE UNIVERSITY OF CALGARY

Vice-President (Administrative Services)
The University of Regina

UNIVERSITY OF REGINA

The University of Regina invites applications and nominations for the position of Vice-President (Administrative Services).

The University of Regina is a mature university with an enrolment of 11,800 full-time and part-time students and an annual budget of $80,000,000. Originating with Regina College in 1911, it became an independent university in 1974. With federation agreements with the Saskatchewan Indian Federated College, Luther College and Campion College, the University has many unique and innovative programs. It offers a broad range of teaching and research programs through eight Faculties and two Schools.

The Vice-President (Administrative Services) reports to the President and is responsible for a broad range of non-academic services in the University. The Vice-President will provide leadership to the directors who are responsible for finance, physical plant, human resources, ancillary services, and administrative systems. In addition, the Vice-President will maintain effective relationships with Ministry officials and, as a member of the President's team, will also have involvement in University planning and policy development in areas not strictly included in this portfolio.

The successful candidate must possess exceptional interpersonal and communications skills, a talent for administration and financial planning in a complex organization, and excellent analytical, organizational and management abilities. The capacity to interact effectively with the Board of Governors, and unionized and non-unionized staff, is essential. Outstanding leadership skills, combined with respect for decision-making through consultation and consensus-building, are also required. Honesty, integrity and a combination of education, experience and achievements that will command respect within the University, are essential.

The University of Regina is committed to employment equity. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. To be assured of consideration, applications and nominations should be received by February 15, 1996. Responses should be directed to Mr. Jim Lundy, at the address shown at left.

The LANDMARK Consulting Group Inc.

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CLASSIFIEDS

courses in the summer session. Enquiries and applications, with curriculum vitae and relevant reprints, should be directed to: Prof. Stephen Fleming, Chair, Department of Psychology, Atkinson College, York University, North York, Ontario, M3J 1P3. (Tel: 416-736-5202 Fax: 416-736-5662). Candidates should also arrange for three letters of reference to be sent directly to the Chair. Deadline for applications is February 29, 1996. York University is implementing a policy of employment equity, including a Affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

ST. FRANCIS XAVIER UNIVERSITY — The Department of Psychology, St. Francis Xavier University, invites applications for a tenure-track position, subject to budgetary approval, at the rank of Assistant Professor, beginning no later than September 1, 1996, in the area of Developmental Psychology. Of particular interest are candidates with interests and background in social and personality development. The candidate must have a PhD or be able to present evidence that a PhD will have been obtained prior to September 1, 1996, and must have a strong research record. Candidates with post-doctoral experience are encouraged to apply. Responsibilities include teaching at the undergraduate level, supervising Honours level thesis research, and developing a sustained program of research. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Closing date for applications is January 15, 1996. A curriculum vitae, statement of research and teaching interests, and three letters of recommendation should be sent to: Dr. Ronald Johnson, Chair, Department of Psychology, St. Francis Xavier University, P.O. Box 5000, Antigonish, Nova Scotia, B2G 2W5

THE UNIVERSITY OF REGINA, Department of Psychology invites applications for a one-year Term appointment (with the possibility of conversion to tenure-track) at the Assistant Professor level to commence July 1, 1996. We are seeking to make this appointment in one of the following two areas: (1) neuropsychological bases of behaviour or (2) personality theory and assessment. Duties will include teaching at the undergraduate and graduate levels, supervision of Honours and graduate theses, and maintenance of an active program of research. The successful candidate will have a PhD and show clear promise of excellence in both teaching and research. We are especially interested in individuals with research interests of an applied nature and the ability to contribute to the teaching of large introductory classes. Applicants should submit a curriculum vitae, reprints or preprints, and arrange for three letters of reference to be forwarded directly to: Dr. M. Knuttila, Dean, Faculty of Arts, University of Regina, Regina, Saskatchewan, S4S 0A2, Canada. Closing date for applications is February 15, 1996. Inquiries concerning the position may be directed to Dr. D. Alfano, Head, Department of Psychology at (306) 585-4157. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The University of Regina is committed to employment equity. This appointment is subject to budgetary approval.

TRINITY WESTERN UNIVERSITY — The Graduate Counselling Program of Trinity Western University invites applications for two tenure-track positions. One position will be in the area of Marriage and Family counselling. The other position will be in the area of tests and measurements and school psychology. Candidates must have completed their Ph.D. and have some experience in graduate teaching and an active program research. Both positions begin August 15, 1996. Applications close February 15, 1996. Trinity Western University is a Christian liberal arts university, affiliated with the Evangelical Free Church of Canada. C.V's and letters of reference should be addressed to Dr. Paul Wong, Director, Graduate Counselling program, Trinity Western University, 7600 Glover Road, Langley, B.C. V2Y 1Y1 (604) 888-7511. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens or permanent residents.

PULMONARY MEDICINE

THE UNIVERSITY OF ALBERTA The Pulmonary Research Group and the Division of Pulmonary Medicine, University of Alberta invite applications for a Clinical Scientist position at the Assistant Professor ($39,230-$55,526) or Professor ($60,567 and up) level with additional opportunities for significant clinical income. The Research Group has major strengths in inflammation, asthma and epithelial cell function. Applicants require an MD degree with subspecialty training in Pulmonary Medicine, and research training at a post-doctoral level. The successful applicant will have demonstrated outstanding potential and/or capability as an independent investigator and will be expected to develop a research program, preferably in cellular and/or molecular biology in asthma, but this can be in other areas of pulmonary research. Successful applicants will devote 75% of their time to research. The appointment is not contingent on external salary support, but the applicant will be expected to seek such support. In accordance with Canadian immigration requirements, this advertisement is directed at Canadian citizens and permanent residents. Interested candidates should submit their curriculum vitae, names and addresses of three references, and an outline of their research interests and objectives to Dr. Paul Man, Director, Division of Pulmonary Medicine, The University of Alberta, Room WMC 2E4.38, Edmonton, Alberta, T6G 2E1. The closing date is February 29, 1996. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

RELIGIOUS STUDIES

ST. THOMAS MORE COLLEGE, University of Saskatchewan, invites applications for a two-year term position, subject to funding approval, in the area of Eastern Christianity effective 1 July 1996 at the rank of Assistant Professor. PhD or near completion required. The capability to teach in other areas of Religious Studies, such as World Religions, together with the ability to participate in interdisciplinary programs, is required. St. Thomas More College is a Roman Catholic liberal arts college academically federated with the University of Saskatchewan. Potential applicants should feel comfortable working in this environment. Applications, including a curriculum vitae, a statement of teaching and research interests, and the names of three referees, should be sent to Dr. C.M. Foley, St. Thomas More College, University of Saskatchewan, 1437 College Drive, Saskatoon, SK, S7N 0W6 In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The College welcomes diversity and encourages applications from all qualified women and men, members of visible minorities, aboriginal peoples, and persons with disabilities. The deadline for applications is 28 February 1996.

UNIVERSITY OF ST. JEROME'S COLLEGE — Department of Religious Studies. Applications are invited for a Tenure track position in Religious Studies at the level of Assistant Professor to commence on July 1, 1996. The successful candidate will have a PhD in Religious Studies with specialization in the area of religion and Canadian society, interreligious dialogue in the Canadian context and twentieth century Roman Catholicism. Salary will begin at the current Assistant Floor of $38,532 negotiable according to experience. Applications together with the names of three referees should be mailed to Dr. Michael W. Higgins, Academic Dean, University of St. Jerome's College, Waterloo, Ontario, N2L 3G3 by February 15, 1996. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. It is the intention of St. Jerome's College to fill its vacancies with recent PhD graduates whenever possible. Applications from women candidates are particularly welcome. The appointment is contingent upon available funding.

SECONDARY EDUCATION

UNIVERSITY OF ALBERTA — Department of Secondary Education, Mathematics Education. Applications are invited by the Department of Secondary Education, University of Alberta, for a position in Mathematics Education. The appointment, effective July 1, 1996, will be at the Assistant Professor level with a salary range of $43,000 to $45,000. This position subject to availability of funding. Duties will include undergraduate and graduate teaching in curriculum and instruction courses in mathematics education and curriculum studies, field experiences supervision, and graduate student supervision at the Master's and doctoral level. The successful candidate will be expected to pursue a program of research and scholarship. Applicants must have teaching experience in secondary schools and a recognized teaching certificate. A doctorate or near completion in the field of mathematics education and demonstrated research competence are required. The application deadline is March 15, 1996. In accordance with Canadian Immigration requirements, the advertisement is directed to Canadian citizens and permanent residents. Applications including a current curriculum vitae, the names of three referees, a statement of research interests, and an example of a recently published work should be submitted to Dr. K.G. Jacknicke, Chair, Department of Secondary Education, 341 Education South, University of Alberta, Edmonton, Alberta T6G 2G5. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

SOCIAL WORK

DALHOUSIE UNIVERSITY — Director; The Maritime School of Social Work invites applications or nominations for the position of Director, effective July 1, 1996, for a five year period (renewable and tenure stream). The Director reports to the Dean of the Faculty of Health Professions, the Faculty in which the School is located, administers the graduate, undergraduate, and continuing education programs, and is responsible for the budget. The successful candidate will have had administrative experience, a strong record of leadership in social work and social welfare, and excellence in teaching, research, professional and community work. The School is interested in advancing the development of theory/practice that accounts for systemic inequities based on social factors such as gender, sexual orientation, race, class, disability, is rooted in a knowledge of political economy, and is useful in community development and social action. Providing critical scholarship and education for progressive, ethical and effective practice in an era of cutbacks and restructuring of social welfare, health and education is the primary challenge facing the School. There is a strong demand for social work education in decentralized and distance programs. The School has delivered decentralized undergraduate programs, and began the first in graduate work in 1995. Continuing Education programs are offered throughout Nova Scotia. Candidates with a background and interest in distance education are encouraged to apply. Subject to budgetary approval and in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Dalhousie University has an employment equity program, welcomes diversity in the workplace and encourages applications from all qualified candidates, including women, aboriginal peoples, people with disabilities and visible minorities. Written nominations or applications for the position, accompanied in the latter case

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BULLETIN

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ADVERTISING DEADLINES

The *Bulletin* is published 10 times during the academic year: 1st week of each month September through June.

MAR	APR	MAY
CLASSIFIED Feb 9/96 • 12 pm	CLASSIFIED Mar 8/96 • 12 pm	CLASSIFIED Apr 9/96 • 12 pm
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DATES LIMITES

Le *Bulletin* est publié dix fois pendant l'année universitaire, soit la première semaine de chaque mois, de septembre à juin.

MAR	AVR	MAI
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PUBLISHER'S STATEMENT
DÉCLARATION DE L'ÉDITEUR

The publisher will not accept advertisements of academic positions restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, handicap, sexual preference, social origin, or political beliefs or affiliation. CAUT expects that all positions advertised in the *Bulletin* are open to both men and women. Advertisements using gender specific language will not be accepted except when the language has been mandated by Human rights legislation. Where any bona fide reasons for exemption from general policy stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the *Bulletin* with a statement as to these reasons.

Many Canadian universities are signatories to the Federal Contractors Program. The program requires that suppliers of goods and services to the federal government who employ 100 persons or more and who want to bid on federal contracts (including research contracts) of $200,000 or more must commit themselves to implementing employment equity as a condition of their bid. This commitment requires the identification and removal of artificial barriers to the selection, hiring, promotion and training of women, aboriginal peoples, persons with disabilities and visible minorities. As a result, applications for some positions advertised in the CAUT *Bulletin* may be asked to provide information of a confidential nature.

As a service to CAUT members interested in positions available in other countries, the *Bulletin* accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the Association of American University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at universities outside of Canada. CAUT publishes a list of universities censured by AAUP twice a year. Further information about those censures can be obtained by writing to AAUP, Suite 500, 1012 - 14th, St. N.W., Washington, DC 20005; tel: 202-737-5900.

L'éditeur n'accepte pas d'annonces de postes d'administration ni d'enseignement qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques, d'handicap, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attaches politiques, générales L'ACPPU s'attend à ce que toutes les postes annoncés dans le *Bulletin* soient offerts aux hommes et aux femmes. Les annonces utilisant un langage sexiste ne sont pas acceptées à moins que la loi sur les droits de la personne ne le permettre. Il incombe à l'établissement qui a l'intention de faire paraitre une annonce restrictive de fournir à la rédactrice du *Bulletin* une déclaration énonçant ces raisons.

Beaucoup d'universités canadiennes se sont jointes au Programme de contrats fédéraux. Le programme exige que les fournisseurs de biens et services du gouvernement fédéral qui emploient au moins 100 personnes et veulent soumissionner des contrats fédéraux (y compris des contrats de recherche) d'au moins 200 000 $ doivent s'engager, comme condition de la soumission, à appliquer l'équité dans l'emploi. Cet engagement exige que l'on supprime tout obstacle artificiel à la sélection, à l'embauche, à l'avancement et à la formation des femmes, des autochtones, des personnes handicapées et des minorités visibles. A cette fin, on pourra demander aux candidat(e)s à certains postes annoncés dans le *Bulletin* de l'ACPPU de fournir des renseignements à caractère confidentiel.

Le *Bulletin* accepte les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPPU qui pourraient être intéressés. La perception de la liberté universitaire et son degré de protection peut varier d'un pays à l'autre. A l'exception des États-Unis, ou l'Association of American University Professors enquête sur des prétendues violations de la liberté universitaire, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté universitaire dans les universités étrangères. Deux fois par année, l'ACPPU publie une liste d'universités faisant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, suite 500, 1012 14th. St. N.W., Washington, DC 20005; tél: (202)737 5900.

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by a curriculum vitae and the names of three referees should be sent no later than March 1, 1996 to: Chair, Search Committee, Maritime School of Social Work, Dean's Office, Faculty of Health Professions, Dalhousie University, 3rd Floor, Burbidge Building, 5968 College Street, Halifax, NS B3H 3J5. Phone (902) 494-3327; Fax (902) 494-1966.

SOCIOLOGY

UNIVERSITY COLLEGE OF CAPE BRETON — Sociology. Please quote reference number SOCSS1103 on all correspondence. The Department of Social Science and Practice in the School of Community Studies at the University College of Cape Breton invites applications from qualified women and men for two tenure track positions in Sociology at the rank of Assistant Professor. These positions are subject to budgetary approval. Applicants are sought particularly in the teaching areas of race and ethnicity (preferably with First Nations emphasis), deviance and criminology as well as teaching specialties in socioeconomic development and gender studies. In this joint department of anthropology and sociology, a grounding in sociocultural anthropology would be beneficial. Teaching duties will include introductory, intermediate and advanced undergraduate courses. Applicants must possess a PhD or PhD near completion. Applied and basic research emphasis are welcomed, but strong promise of research performance is expected. Qualified candidates should send a letter of application quoting the reference number, a curriculum vitae and the names, addresses and telephone numbers of three references no later than February 28, 1996 to Mr. Jack MacLeod, Director, Human Resources, University College of Cape Breton, P.O. Box 5300, Sydney, Nova Scotia, B1P 6L2. Fax number (902)562-7499. UCCB is an equal opportunity employer. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

ST. THOMAS MORE COLLEGE — The Department of Sociology. St. Thomas More College, Saskatoon, invites applications for a tenure stream position at the rank of Assistant Professor to begin July 1, 1996. St. Thomas More College is a Roman Catholic liberal arts college federated with the University of Saskatchewan. We are looking for someone with expertise in the areas of the sociology of the family and the sociology of religion. Preference will be given to any candidate who indicates a willingness to work in interdisciplinary programs. Candidates should have completed a PhD or be near completion. Responsibilities will include undergraduate and graduate teaching, research leading to publications, supervision of graduate students and administrative responsibilities. Inquiries, including a curriculum vitae and three letters of reference, should be sent to Ron Griffin, Chair, Department of Sociology, St. Thomas More College, 1437 College Drive, Saskatoon, Saskatchewan, S7N 0W6. Closing date for application is February 28, 1996. This appointment is subject to available funding. St. Thomas More College is committed to the principle of equity in employment and invites applications from all qualified individuals.

SOCIOLOGY & ANTHROPOLOGY

WILFRID LAURIER UNIVERSITY — The Department of Sociology and Anthropology invites applications for a tenure track position in Sociology to begin on July 1st, 1996, subject to budgetary approval. Areas of specialization are open but there will be a preference shown toward candidates specializing in two or more of the following areas: social inequality, race and ethnic relations, development, education. PhD required. Please send c.v., three letters of reference, evidence of teaching competence and copies of two sample publications to Dr. Laird Christie, Chair, Sociology and Anthropology, Wilfrid Laurier University, Waterloo, O.N. N2L 3C5; FAX 519-884-8854; e-mail lthiest@mach1.wlu.ca. The closing date of this competition is January 31, 1996. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The University is committed to employment equity.

SOCIOLOGY & SOCIAL STUDIES

THE UNIVERSITY OF REGINA, Department of Sociology and Social Studies invites applications for a one-year term position (conversion to tenure track possible) at the Assistant Professor level, commencing July 1, 1996. The successful candidate will have the ability to teach in two or three of the following areas: criminology, methods, feminist studies, social psychology and Canadian studies. The Department is interdisciplinary and is committed to a strong programme of research, teaching and service to the community. Applicants should have a PhD or be close to completion; teaching experience and a good research background are an asset. Applicants should send their curriculum vitae and arrange for the forwarding of three letters of reference and undergraduate and graduate transcripts to: Dr. M. Koutsis, Dean, Faculty of Arts, University of Regina, Regina, Saskatchewan, S4S 0A2 by February 15, 1996. For information please contact Prof. P. Diaz, Department of Sociology and Social Studies, University of Regina, Regina, Sask. S4S 0A2; phone (306) 585-4151; E-mail: HPDIAZ@MAX.CC.UREGINA.CA. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Regina is committed to employment equity. This position is subject to budgetary approval.

STATISTICS & ACTUARIAL SCIENCE

UNIVERSITY OF WATERLOO — Statistics and Actuarial Science. Applications are being accepted for a tenure track or definite term position in Statistics at the Assistant Professor level. Applicants must have a PhD in statistics, statistical computing or probability with proven ability in, or potential for research, and good teaching and communication skills. Duties include undergraduate and graduate teaching, and development of an independent research program. Salary commensurate with qualifications and experience. This appointment is subject to the availability of funds. Appointment effective July 1, 1996 or later. The closing date for applications is January 31, 1996. Send curriculum vitae and arrange for three letters of reference to be sent to: Professor K.S. Brown, Chair, Department of Statistics and Actuarial Science, University of Waterloo, Waterloo, Ontario N2L 3G1 Canada. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified individuals including women, members of visible minorities, native peoples, and persons with disabilities.

SURGERY

UNIVERSITY OF SASKATCHEWAN — The Department of Surgery at the University of Saskatchewan invites applications for a full time appointment in the Division of General Surgery. The successful candidate will be certified in General Surgery by the Royal College, will hold or be eligible for graduate degree(s) in education, and will have faculty experience in undergraduate and postgraduate education at a University Department of Surgery. The appointee will be eligible to practice general surgery in the province of Saskatchewan and in addition to participation in the clinical undergraduate and investigations, will provide a resource for education for all Divisions of surgery in the College of Medicine. The University of Saskatchewan is committed to the principles of employment equity. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Interested candidates should submit a letter of application, current curriculum vitae and names of three references to: Dr. R.R. Keith, Chairman, Department of Surgery, University of Saskatchewan, Royal University Hospital, Saskatoon, SK S7N 0W8. Deadline: February 15, 1996.

UNIVERSITY OF CALGARY — Academic Orthopaedic Spinal Surgeon. The University of Calgary Joint Injury and Arthritis Research Group and the Department of Surgery invite applications for a full-time academic position at the Assistant Professor level to develop an independent research program in a multidisciplinary environment. Qualifications include certification in Orthopaedic Surgery, interest in spine surgery, research experience in the area of cell or molecular biology of connective tissues, and eligibility for licensure in the Province of Alberta. The selected candidate must compete successfully for salary support from agencies such as the Alberta Heritage Foundation for Medical Research, the Medical Research Council of Canada, and/or the Arthritis Society, and will have 75% of time protected for research. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary is committed to Employment Equity. Please submit a curriculum vitae and the names of three referees by January 31, 1996, to: Dr. C.B. Frank, Chief, Division of Orthopaedic Surgery, The University of Calgary, 3330 Hospital Drive N.W., Calgary, AB T2N 4N1.

THEATRE

YORK UNIVERSITY — Department of Theatre. Applications are invited for a full-time tenure-stream appointment at the assistant professor level, with undergraduate and graduate teaching responsibilities, effective July 1, 1996. The position requires special strengths and demonstrated practical ability in performance and director training (scene study, improvisation and script analysis for both actors and directors). The successful candidate will assume some responsibility for administering and sharing in the supervision of the director training program at both graduate and undergraduate levels. They will also be expected to direct major undergraduate and graduate productions. Applicants must have professional directing experience, be able to contribute to the Theatre Studies (history and criticism) curriculum, and demonstrate potential in the field of Theatre-in-Education. Requirements: MFA degree in Theatre. Professional credits and extensive university teaching experience at both the undergraduate and graduate level is also required. Salary: Commensurate with qualifications and achievements of the candidate. Applications, with CV and the names and addresses of three referees, should be sent to: Prof. Don Rubin, Chair of the Search Committee, Department of Theatre, Centre for Film & Theatre, York University, 4700 Keele Street, North York, Ont. M3J 1P3. Deadline for applications is Feb. 10, 1996. This appointment is subject to budgetary approval. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

VETERINARY MEDICINE

UNIVERSITY OF GUELPH — Veterinary Parasitologist. The Department of Pathology, Ontario Veterinary College, University of Guelph, announces the availability of a tenure-track position in veterinary parasitology effective September 1, 1996. The successful candidate will have a D.V.M. (or equivalent) and a PhD (or equivalent) with advanced education in parasitology. Duties will include teaching parasitology to veterinary and graduate students and the development of an active research program. In addition, the successful candidate may be required to serve in an advisory capacity on matters related to the diagnosis and control of parasitic infections in the province. Salary is negotiable and commensurate with qualifications. The deadline for applications is April 1, 1996. Please send a complete Curriculum Vitae and the contact information for three references to: D.H. Percy, Chair, Department of Pathology, Ontario Veterinary College, University of Guelph, Guelph, Ontario N1G 2W1. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Subject to final budgetary approval.

UNIVERSITY OF PRINCE EDWARD ISLAND — Faculty of Veterinary Medicine, Veterinary Physiologist. The Department of Anatomy and Physiology, Atlantic Veterinary College invites applications for a full-time probationary (tenure track) appointment at the Assistant Professor level to commence prior to September, 1996. The successful candidate for this position will be expected to provide high quality instruction to both undergraduate (DVM) and graduate students. Evidence of proficiency in teaching, along with a demonstrated ability or potential to develop a strong, externally funded research program are definite assets. Minimal qualifications include a PhD in an appropriate discipline (Person holding a DVM (or equivalent) or relevant post-doctoral training are preferred. Candidates with research interests that complement existing programs within the Faculty are particularly encouraged to apply. Current areas of strength in the Department include molecular and/or cellular approaches to the study of endocrinology, developmental biology and neurobiology as well as both basic and applied research in aquatic species and livestock. Anatomy and Physiology is a multidisciplinary department offering faculty considerable potential for independent and collaborative research in modern, well-equipped facilities located in a rural setting. Applicants should include a current CV, statement of research and teaching goals, and contact information for at least 3 references. Applications and inquiries should be sent prior to February 15, 1996 to: Dr. R.A.R. Tasker, Chairman, Dept. of Anatomy & Physiology, University of Prince Edward Island, Atlantic Veterinary College, 550 University Avenue, Charlottetown, Prince Edward Island, Canada C1A 4P3. This position is subject to budgetary aporoval. In accordance with Canadian immigration regulations this advertisement is directed first to Canadian citizens and permanent residents. The University of Prince Edward Island is committed to gender equity in employment.

WOMEN'S STUDIES

YORK UNIVERSITY, Glendon College, The Programme of Women's Studies and the Department of Sociology at Glendon College, York University, invite applications for a tenure-track position at the rank of Assistant Professor cross-appointed in Women's Studies and Sociology. Candidates must possess a PhD in women's studies, sociology or a related discipline with specialization in contemporary women's issues in the Canadian context. Candidates should have experience teaching introductory courses in women's studies and be able to teach courses in feminist theory and methodology as well as in sociology or a closely related field. They will be expected to teach some of these courses as long distance education courses. All teaching initially will be in French. Candidates should be able to teach and conduct research in both English and French. Duties will encompass teaching at the undergraduate and possibly at the graduate levels, research, and service to the University which will include development of links with the francophone feminist community. Preference will be given to candidates with proven teaching experience, academic publications, an ongoing research programme and the potential to teach at the graduate level. Salary is in accordance with the collective agreement and experience. Applications including curriculum vitae and the names of three referees should be sent to Professor Bettina Bradbury, Coordinator, Women's Studies Programme, York University, Glendon College, 2275 Bayview Avenue, Toronto, Ontario M4N 3M6. E-mail address: Womenstd@Erda.Glendon.YorkU.CA. FAX No. (416) 487-6728. Date of appointment: July 1, 1996. Deadline for applications: March 15, 1996. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents. York University is implementing a policy of employment equity, including affirmative action for women faculty.

UNIVERSITÉ YORK, Collège universitaire Glendon. Le programme d'études des femmes et le département de sociologie du Collège universitaire Glendon de l'Université York sollicitent des candidatures pour un poste pouvant conduire à la permanence, au rang de professeur(e) adjoint(e) avec double affiliation en études des femmes et sociologie. Les candidates et candidats doivent détenir un doctorat dans les études des femmes, sociologie ou une discipline connexe avec une spécialisation dans les questions contemporaines des femmes dans le contexte canadien. La personne sélectionnée doit avoir enseigné des cours d'introduction aux études des femmes et être capable d'enseigner des cours sur la théorie et la methodologie féministes en plus des cours de sociologie ou relié à la sociologie. Elle sera appelée à enseigner des cours diffusé sur le réseau d'enseignement à distance. L'essentiel de son enseignement se fera en français. Elle devra pouvoir enseigner et effectuer des recherches en français et en anglais. Ses fonctions principales seront l'enseignement au niveau du 1er cycle et, éventuellement des 2e et 3e cycles, la recherche, le développement des liens avec la communauté francophone féministe et les services à l'Université. La préférence sera accordée à la personne disposant d'une bonne expérience de l'enseignement, d'un dossier de publications universitaires, d'un programme de recherche déjà établi et du potentiel nécessaire pour enseigner au niveau des études supérieures. Le salaire offert est lié aux dispositions de la convention collective et à l'expérience acquise. Les candidates et candidats sont priés d'envoyer une lettre de candidature, leur curriculum vitae et le nom de trios répondants à Madame Bettina Bradbury, Co-ordonnatrice, Programme d'études des femmes, Collège universitaire Glendon, Université York, 2275 avenue Bayview, Toronto, Ontario M4N 3M6. Adresse électronique: Womenstd@Erda. Glendon.Yorku.CA; Télécopieur; (416) 487-6728. Date d'entrée en fonction: 1er juillet 1996. Date limite de candidature: 15 mars 1996. Conformément aux exigences d'immigration Canada, cette annonce s'adresse aux citoyens canadiens et résidents permanents. L'Université York applique une politique d'équité en matière d'emploi et encourage les candidatures de professeures.

ACCOMMODATIONS

FOR RENT — London, Ontario — (Jan. 1996 to June 1997 — flexible) furnished three bedroom executive condominium within walking distance of the University of Western Ontario. This is an ideal location for visiting faculty with family. $1,200/month. Telephone (519) 442-6886 or e-mail Hansen@edu.uwo.ca.

À LOUER EN FRANCE — Fin août 1995 — fin juin 1996 maison de village entre mer et montagne à 30 mn. de l'université de Montpellier (4 h. de Paris) dans village avec tous commerces et écoles. 4 chambres à coucher, 2 salles de bain, bureau, grand living voûté, terrasse, petite cour. Tout confort. $ 1300. (514) 487-2312.

SABBATICAL RENTAL Calgary. For academic year 1996-97 (dates flexible). Spacious, airy, furnished home. 3 bedrooms, 2 studies, family room with fireplace, double attached garage, deck, large fenced yard, landscaping. Quiet street in desirable neighborhood near U of C and SAIT, located close to schools, shopping, hospitals, public transportation. $1000/month (or exchange for accommodation in Charlottetown, PEI). Phone; (403) 288-6484, Fax: P. Srebrnik at (693) 289-1123; or E-mail: Srebrnik@acs.ucalgary.ca.

FOR RENT — Paris, Ontario — furnished four bedroom greek revival home on the Grand River. Paris is central to universities in London, Hamilton, Waterloo, Guelph, and Toronto. This is an ideal site for visiting faculty with family. $2,000/month (12 month lease) Telephone (519) 442-6886. Available July 96.

SABBATICAL RENTAL — Florence (Italy). Historic centre attractive one-bedroom apartment, sleeps 2/4 - Weekly Italian Lira 650.000 all incl. monthly 1.400.000 plus util. Spezzotti 011-39-55-24-57-39

VILLA FOR RENT in Southern France, Provence: Sept. 1, 1996 to May 31, 1997. Fully furnished 3 bedroom, large office/library, 1 acre, private, wooded, inground swimming pool, tennis court, 1/2 hour north of Aix-en-Provence. $1300 per mo. plus utilities. Contact: Dr. Sandra Beckett, 278 Rivercrew Blvd., St. Catharines, Ontario L2T 3H4 (905) 687-7315. e-mail sbeckett@spartan.ac.brocku.ca.

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NOTICEBOARD

CALL FOR PAPERS - August 22-25, 1996 the University of Northern B.C. will host a World Conference on Quality of Life. Anyone interested in more information or wishing to present a paper should contact Alex C. Michalos, UNBC, Prince George, B.C. V2N 4Z9, Canada. Tel: 604-960-6697; fax: 604-960-5544, e-mail Michalos@unbc.edu

CALL FOR PAPERS for the contributed session(s) on 'Comparative Political Economy: Contemporary and Islamic Perspective", Eighth International Conference on Socio-Economics (SASE), Université de Geneve, Switzerland, July 12-14, 1996. All areas in the theme welcome. Expenses own. Send proposal by March 1 to Professor Masud Choudhury, University College of Cape Breton, Sydney, NS B1P 6L2. Tel: 902-539-5300; Fax: 902-562-0119; mchoudhu@sparc.uccb.ns.ca.

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The University of Calgary
PRESIDENT
Invitation

The University of Calgary invites applications and nominations for the position of PRESIDENT AND VICE-CHANCELLOR.

THE UNIVERSITY

The University of Calgary is a growing, creative institution committed to excellence in the areas of teaching, research and service. The university has 16 faculties with an international reputation for achievement, almost 22,500 full-time equivalent students and a staff of 1,300 academics and 1,700 support staff members. Although its operating budget, exceeding 195 million, is derived principally from the provincial government, the university enjoys strong financial support from the public and the private sector.

The University of Calgary is one of Canada's ten most research intensive universities with widely distributed research strength. This strength is highlighted by centres including the Calgary Institute for the Humanities, the Ethnic Studies Chair, the McCaig Centre for Joint Injury and Arthritis, the Knowledge Science Institute, the CREWES Consortium for Seismology, and Alberta Sulphur Research.

THE POSITION

The President is the Chief Executive Officer of the University, a member of its Board of Governors, the Chair of General Faculties Council, Chair of Deans' Council and a member of the Senate. The President directs the operation of the University's academic and business affairs.

THE APPOINTMENT

The term of appointment will begin in the summer of 1996. Compensation will be negotiable.

NOMINATIONS AND APPLICATIONS

The Presidential Advisory Search Committee invites nominations as well as applications. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary is committed to Employment Equity.

Nominations and applications should include a brief outline of the qualifications and accomplishments on the basis of which the individual merits consideration. The Committee will begin its consideration of nominations and applications on February 1, 1996. Please send documents in confidence to:

Ms. Rhonda Williams
Committee Officer
Presidential Advisory Search Committee
Board of Governors
164 Administration Building
The University of Calgary
2500 University Drive N.W.
Calgary, Alberta T2N 1N4
Private fax: (403)282-2641

WWW: http://www.ucalgary.ca/UofC/departments/SECRETARIAT
The University of Calgary has engaged Janet Wright and Associates Inc. to assist with the search: 21 Bedford Road, Suite 100, Toronto, Ontario, M5R 2J9 Fax: (416)923-8311.

THE UNIVERSITY OF CALGARY

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The University of Lethbridge invites applications for the following positions:

PROFESSIONAL LIBRARIANS

The University of Lethbridge is an institution with a unique mandate within Alberta's postsecondary system and an evolving strategic plan to position itself as one of the best institutions in Western Canada. With some 4000 students and 300 faculty, the University offers primarily undergraduate studies in the context of excellence in teaching, scholarship and research.

The University of Lethbridge Library, with a staff of 36 and a collection of over one million items, represents an integrated approach to information services, combining print, electronic and other media in an automated environment. The Library is committed to enhancing the information literacy skills of all members of the University community.

The Library is seeking two Librarians to join a team of Professional Librarians responsible for the full range of information access and information literacy activities, including collection development and faculty liaison. Each Professional Librarian assumes subject specialist responsibilities for a group of subjects and managerial responsibility for a functional area. Specific responsibilities can change after 3 years at the request of the Librarian and as approved by the Team. As members of the Academic staff, Professional Librarians participate in the teaching, research and service activities of the University.

The successful candidates will possess a MLS (or equivalent) degree from an accredited library school. An undergraduate degree in one of the subject areas (Natural Sciences, Social Sciences, Humanities, Education, Fine Arts, Management, Nursing) is required; an advanced degree and/or significant experience in an academic library in one of these areas is an asset. Experience in an automated library environment and with various information formats is required. Initiative, judgement and resourcefulness in responding to information needs and the ability to work as a part of a team in a smaller academic library are essential. Dependent upon qualifications, the positions will be filled at the rank of Librarian I, Librarian II of Librarian III. The University aspires to hire individuals who have a demonstrated potential for excellence in teaching, research and scholarship.

Please send letter of application, curriculum vitae and the names of 3 refeiees by **February 28, 1996** to:

University Librarian
The University of Lethbridge
4401 University Orive
Lethbridge, Alberta T1K 3M4

Fax: (403) 329-2022
Internet:
HEADJA@Plato.lib.uleth.ca
Telephone: (403) 329-2261

In accordance with Canadian immigration requirements, first preference will be given to Canadian Citizens and permanent residents of Canada. The University is an equal opportunity employer.

University of Lethbridge

Academic Anorexia — A Dangerous Side Effect of Downsizing

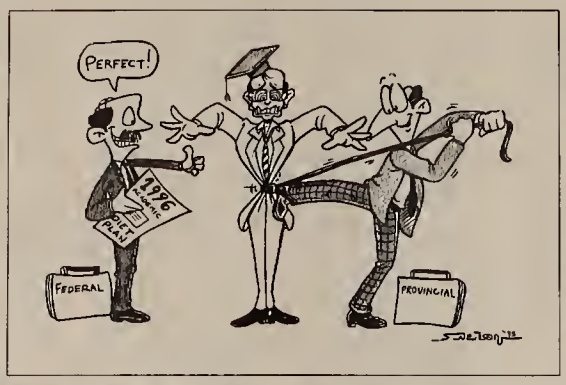
JOYCE LORIMER

CANADA'S UNIVERSITIES HAVE ALL BEEN handed radical diet sheets by the federal and provincial governments. Although none will enjoy the process all will certainly develop very loose waistbands over the next half decade. If those waistbands have to be cinched to fit a leaner but healthy and vigorous body then that is all to the good of the post-secondary system. If health practitioners have taught diet-conscious Canadians anything over the past few years, however, it is that individuals should try to maintain the weight that is appropriate and functional for them and not risk anorexia by adopting inappropriate physical role models.

The private sector embraced downsizing as an article of faith about a decade ago. It is ironic that the public sector has now rushed to engage in it just as private corporations have begun to evaluate its costs in terms of corporate efficiency and productivity. If the recent spate of articles in the media are anything to go by, there are very real costs to downsizing.

With hindsight, it does not take a highly paid consultant to determine that if corporations suddenly and radically shed themselves of large numbers of staff, those who are left behind will feel demoralized and threatened.[1] As a consultant on a recent CBC program pointed out, these same survivors are expected to absorb the work of their departed colleagues. Since technological aids cannot totally replace the creative human beings who use them, in many cases companies find they have lost their competitive edge in the marketplace.[2]

University administrations should take these lessons to heart as they try to respond to irresponsible government funding cuts. Some have moved to offer across-the-board, "first come first served," special early retirement packages. While there may be many eligible faculty members who will be glad to take advantage of these, those who are left behind to cope may well wonder if any consideration has been paid to the impact on the quality and structure of existing academic programs.



Universities stand to lose many distinguished and highly productive scholars in the 55-plus age bracket. Sessionals hired to replace them will not satisfy the requirements of provincial program accrediting agencies. John Cowan's vision of a university in which a few permanent faculty manage a large body of contract employees, has an eerie resemblance to the private sector notion of the "virtual corporation," in which "a handful of executives make all the decisions while all the routine service and production work is contracted out."[3] The consequences of this approach is now becoming evident in private corporations, in which the failure to commit to any long-term hiring is producing a corresponding lack of loyalty and commitment on the part of their employees.[4]

It is possible, by a careful rethinking of the requirements and sensitive deployment of faculty resources at the different levels of academic programs, for universities to continue to offer students a quality education. This is the university's objective and duty. This will not be fulfilled, however, by hastily jamming more and more student bodies into ever larger classrooms or by naively assuming that technology will somehow or other take the place of disappearing scholars. Administrators would do well to remember that one of the causes of the student revolt of the 1960s was their dislike of factory-style teaching where they had no access to their professors. This generation will be equally discriminating, since they are facing higher tuition fees.

If the private sector has taken the lead in downsizing it is incumbent on the public sector to learn what it can from reflection on the experience not to slavishly imitate past mistakes. All post-secondary institutions can benefit from some judicious slimming down of their missions and from cooperative rationalizations with their neighbours. They must, however, be given the financial time and space to undertake the long-term consultative planning which will produce a healthy result. The last thing the academic community needs is to be pushed into inflicting upon itself an academic version of "corporate anorexia."[5] ■

1. Carrie R. Leana, "Corporate Anorexia" & Julian Barling, "The Lingo," The Gazette, Montreal, Nov. 25, 1995.
2. CBC Prime Time "The Downside of Downsizing?", Nov. 30, 1995.
3. Richard Gwyn, "How Will Laid-Off Workers Buy Their Employers' Products?", The Gazette, Montreal, Nov. 25, 1995.
4. Leana.
5. Ibid.

L'anorexie universitaire : un dangereux effet secondaire de la rationalisation

TOUTES LES UNIVERSITÉS ONT DÛ SUBIR UNE cure d'amaigrissement imposée par le gouvernement fédéral ou par leur gouvernement provincial. L'exercice ne plaira à aucune d'entre elles mais elles devront toutes se serrer la ceinture au cours des cinq prochaines années. Si elles réussissent à présenter un budget aminci mais en santé, le secteur de l'enseignement postsecondaire ne s'en portera que mieux. S'il y a une chose à laquelle les professionnels de la santé ont sensibilisé les Canadiens depuis quelques années c'est certainement le besoin de maintenir le poids qui leur convient et d'éviter l'anorexie en adoptant des modèles physiques réalistes.

Depuis dix ans, la réduction du personnel est devenue un article de foi pour le secteur privé. Ironiquement, le secteur public se précipite dans cette voie au moment où l'entreprise privée commence à en évaluer les coûts du point de vue de l'efficacité et de la productivité globales. Une récente série d'articles et de reportages dans les médias nous apprend que des coûts très réels sont attachés à cet exercice amaigrissant.

Avec du recul, on se rend bien compte que, lorsque des entreprises congédient soudainement et d'une manière draconienne un grand nombre d'employés, les personnes qui restent se sentent démoralisées et menacées. Il est inutile de faire appel à un expert-conseil aux honoraires exorbitants pour le découvrir. Dans le cadre d'une émission diffusée récemment par la CBC, un spécialiste a déclaré que les employés qui restent après un congédiement massif sont appelés à absorber le travail de ceux qui ont dû partir. Puisque les outils technologiques ne peuvent remplacer complètement les êtres humains créatifs qui s'en servent, il arrive très souvent que des entreprises constatent avoir perdu leur avantage concurrentiel sur le marché.

Les administrations devraient en tirer des leçons et les prendre à coeur lorsqu'elles tentent de réagir aux compressions imposées par un gouvernement irresponsable. Certaines administrations ont décidé d'offrir des programmes de retraite anticipée particuliers et d'application générale selon le principe du premier arrivé, premier servi. Bien que de nombreux professeurs admissibles tisquent d'être heureux d'en profiter, ceux qui resteront pour absorber les contre-coups se demanderont sans doute si l'on a songé aux conséquences de ces mesures sur la qualité et la structure des programmes universitaires en place.

Les universités pourtaient bien perdre de nombreux professeurs chevronnés et très productifs dans la fourchette d'âge des 55 ans et plus. Les chargés de cours embauchés pour les remplacer ne satisferont pas aux exigences des organismes provinciaux d'agrément. D'après la vision que se fait John Cowan de l'université, quelques professeurs permanents dirigeront désormais un grand nombre d'employés contractuels. Sa vision ressemble de manière inquiétante à la notion «d'organisation virtuelle» du secteur privé selon laquelle une poignée de cadres prend toutes les décisions tandis que le service courant et le travail de production sont envoyés à l'extérieur. Les entreprises sont maintenant conscientes des conséquences de cette façon de faire : en n'embauchant pas d'employés à long terme, il en résulte un manque de loyauté et d'engagement de la part du personnel.

Il est possible pour les universités de continuer à dispenser un enseignement de qualité aux étudiants si elles repensent soigneusement à leurs exigences et répartissent de manière sensée les ressources des professeurs aux différents paliers des programmes universitaires. Voilà le but et le devoir de l'université. Elles n'y arriveront pas, cependant, si elles persistent à entasser sans réfléchir de plus en plus d'étudiants dans des classes toujours plus populeuses ou à présumer naïvement que la technologie remplacera d'une manière ou d'une autre des universitaires de moins en moins nombreux.

Les administrateurs feraient bien de se rappeler que la révolte des étudiants des années 1960 était notamment attribuable au fait qu'ils n'aimaient pas l'enseignement à la chaîne qu'on leur dispensait et le manque de disponibilité de leurs professeurs. La présente génération sera tout aussi critique car elle doit faire face à des frais de scolarité plus élevés.

Si le secteur privé a pris les devants en matière de rationalisation, il revient au secteur public de tirer des leçons de son expérience et de ne pas imiter servilement les erreurs du passé. Tous les établissements d'enseignement postsecondaire peuvent profiter d'un amaigrissement judicieux de leur mission et d'une rationalisation coopérative avec leurs voisins. Ils doivent toutefois avoir financièrement le temps et l'espace pour entreprendre une planification consultative à long terme qui donnera de sains résultats. La seule chose dont la collectivité universitaire n'a pas besoin est de se voir forcer d'adopter une version universitaire de «l'anorexie d'entreprise». ■